

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Anna Paxman- Strategic Support – programme & improvement manager

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**Head of Section:** James Backhouse - Asst Dir Education

**Chief Officer:** Simone White – Director of Child, Family & Education

**Directorate:** Children’s Services

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

### **Teachers Pensions historic enhancements**

The Council is responsible for the costs of the additional benefits awarded upon early retirement outside of the terms of the Teachers Pension Scheme. These costs currently total around £2.5m per annum of which around £2.2m relate to historic commitments that are payable until the demise of the recipient. These historic costs are expected to reduce naturally over time by around £200k per annum although the rate of reduction will decline in future years as the overall liability reduces

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

**Yes**

**If ‘yes’ please state which meeting and what date**

This is a continuation of a previously agreed savings strategy, as such this EIA was presented to Policy & Resources Committee on Wednesday 22<sup>nd</sup> December 2021. All savings proposals were discussed again at Children, Young People and Education Committee and will be discussed again at Budget Council on Monday 26<sup>th</sup> February 2024.

**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.

X **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)

N/A this cost reduction will not affect the delivery of services

**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 |
|--|---------------------------------------|---|-------------|-----------|-----------------------|
|  |                                       |   |             |           |                       |

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

**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?

**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:

Consultation is not required as the savings will be produced naturally as pensions are no longer drawn.

(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?**