



# 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:** Elizabeth Hartley- Asst Dir Early Help & Prevention

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

**Directorate:** Children’s Services

**Date:** 03-01-2024

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

### **Reorganisation of Early Help, Family Support & Social Care into locality teams**

remodelling Children’s Services to establish integrated locality-based, multi-disciplinary Family Help teams.

**This is a developing proposal and this document may be amended as necessary as any equality impacts become known**

## **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.

- 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
Workforce	May result in staffing reductions <b>Negative</b> 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. Any adverse impact on the protected characteristics of this cohort is unintentional	Consultation with staff Ensure that the Council's Redundancy and Redeployment Policy is implemented during the process of offering, and processing EVRs, therefore ensuring that the selection process is based on factors not related to protected characteristics other than age.	HR/ Relevant AD	TBC	Staffing resource
Community	Positive impact- able to access system-wide high-quality, whole-family, joined up support services. Support will be offered across 0-19 agenda, up to 25 for children/young people	N/A	N/A	N/A	N/A

	with SEND. The offer will help families overcome difficulties and build stronger relationships.				
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**Section 4a: Where and how will the above actions be monitored?**

This proposal will be monitored through the Children, Families and Education Senior Leadership Team.

**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?**

Review of staffing structures.

**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?**

If consultation is required due to staffing reductions this will be delivered as per HR policy with support from HR. Timescales will be identified at a later stage as this proposal evolves, as changes to structures are not established at this point in time.

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?**