

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: David MacKenzie

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Head of Section: Andrew McCartan – Asst Dir Libraries, Leisure & Customer Engagement

Chief Officer: Jason Gooding – Director of Neighbourhoods

Directorate: Neighbourhood Services

Date: 13th February 2024

Section 2: What Council proposal is being assessed?

Floral Pavilion Theatre & Conference Centre

The Floral Pavilion is an important asset to the Council. It plays a key role in the Marine Promenade Masterplan, with significant opportunities for investment and increased footfall in the area. Wirral Council currently operates the Floral Pavilion at a subsidy. Our aim is to develop an ambitious strategy and timeline that identifies how a reduction in this subsidy could be achieved year on year. This strategy will have a clear direction for best utilising a combination of investment, efficiencies, and business growth. The Floral Pavilion will operate as a Wirral Council asset, in the immediate term, with a reduced level of subsidy whilst work is undertaken to work with, other commercial businesses, charitable trusts or community organisations to provide sustainable future for the Floral Pavilion. We want the Floral Pavilion to be an affordable and accessible cultural asset in the New Brighton area.

This is a developing proposal. This initial, overarching assessment may be reviewed and amended as the project progresses and any impacts become known to enable 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

Budget Council 26th 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 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

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?

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 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?**