

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Mark Goulding

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Head of Section: Daniel Kirwan

Chief Officer: Matthew Bennet

Directorate: Finance

Date: 18 December 2023

Section 2: What Council proposal is being assessed?

The option involves increasing the Council's standard fees and charges in line with the annual inflation rate (CPI) as an automatic annual exercise separate from the budget process to support the Medium-Term Financial Plan position, unless either of the following conditions apply:

- i. There is a statutory constraint that prevents such an increase,
- ii. The Council is operating in a market whereby such an increase would result in the Council being uncompetitive.

This option will affect the following services: Leisure Services, Golf, Parks, Libraries, Museums, Highways, Legal, Environmental Health, Bereavement Services, Waste Collection.

This is a developing proposal and as such this is an initial assessment. This assessment will be reviewed and amended when necessary to ensure continuing compliance with the Equality Act 2010 and the Public Sector Equality duty.

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

Yes

Policy & Resources 13 Feb 24

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
All users of Council Services	Increased fees and charges for the use of services could have a negative impact on users.	<p>Fees and Charges will only increase by inflation and only occur once a year.</p> <p>Existing concessions will remain.</p> <p>Fees and charges will be benchmarked with similar authorities.</p> <p>Quarterly review of usage of services.</p>	Mark Goulding	ongoing	None

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

As part of the Council's quarterly budget monitoring cycle, the level of income and usage data will be reviewed.

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

n/a

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

Benchmarking of similar Local Authorities
Bank of England inflationary data
Service Usage data

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

Part of the statutory budget consultation

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?

Part of the statutory budget consultation which will take place on 22 January 2024.

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?**