

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA Lead Officer: Karen Smith, Operational Manager, Day Services, Adult Social Care

Email address: karensmith1@wirral.gov.uk

Head of Section: Jean Stephens, Assistant Director - All Age Independence and Provider Services

Chief Officer: Sayyed Osman, Director of Care and Health

Directorate: Adults Social Care and Public Health

Date: 22.05.24

Section 2: What Council proposal is being assessed?

A draft following planning and engagement with key stakeholders and will be monitored by the All Age Disability Partnership Board.

This is a draft strategy, and this assessment may be reviewed and amended to ensure continuing compliance with the Public Sector Equality Duty (PSED).

Supported Employment Strategy

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

Yes /No

If 'yes' please state which meeting and what date

Adult Social Care and Public Health Committee: 16 July 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
People with Learning Disabilities/Autism/Neurodiverse	<p>Potential positive impact: The strategy is aimed at those people with a care and support needs: To support them into appropriate employment opportunities.</p> <p>The strategy sets out 5 key objectives they are:</p> <ol style="list-style-type: none"> 1. Ensure people with care and support needs have direct support to gain and sustain employment and clearly outline the role of Wirral Borough Council and its key partners to deliver this. 2. Ensure job seekers are confident, prepared and motivated to find work 3. Ensure employers are confident to employ people with care and support needs. 	N/A	Karen Smith / Jean Stephens	5 years	Resources will be realigned to support the deliverables, as outlined in report Section 6.1

	<p>4. Ensure the transition process from age 14 fosters a culture of high expectations and provides high-quality person-centred planning with clear pathways to employment.</p> <p>5. Ensure the workforce has the skills, knowledge and competencies to effectively deliver the supported employment offer.</p> <p>Potential Positive Impact: To increase and improve on the number of adults with a learning disability in the Borough in paid employment. In 2022/23 4.4% of adults with a learning disability were identified as in paid employment this is against national average of 5.1%, whilst best performers in the North West achieving 10.2%.</p>				
All	Negative – We recognise that some people, may need information in different languages or formats	<p>We will provide the strategy language information in different languages and formats upon request and within a reasonable timeframe.</p> <p>The strategy as an easy read summary produced in an accessible format</p>	Karen Smith / Jean Stephens	6 months	Through Procurement service which has a contract

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

The All Age Disability Partnership Board is in place, who will be responsible overseeing the monitoring of the strategy implementation, and who will report progress into the Adult Social Care and Public Health Committee as required. This strategy falls under the responsibility of Jean Stephens, Assistant Director, All-Age Independence and Provider Services teams.

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

Through collaboration and engagement with key stakeholders across the care and health system, as well as best practice research, there is confidence that this draft strategy aims to improve independence and improved outcomes for care leavers and those people with a care and support need.

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

Local and national data, information and intelligence as noted in the strategy.

The Supported Employment Strategy supported enabling people with a care and support need to be as independent wish to be. The strategy supports statutory requirements the Care Act 2014 and also The Autism Act 2009, The Children and Families Act 2014, Special Educational Needs and Disabilities (SEND) Code of Practice (2015),

The strategy also supports

Wirral Council Plan 2023-2027

Wirral Health and Wellbeing Strategy 2022-2027

Wirral All Age Disability Strategy 2024-2029

Wirral SEND Statement of Action 2022

Wirral Supported Employment Strategy 2024 – 2029 draft

Cheshire and Merseyside Learning Disability and Autism Housing Plan 2024 draft

Cheshire and Merseyside Health and Care Strategy 2023-28

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

No – (please delete as appropriate)

If 'yes' please continue to section 7.

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

The priorities associated with this strategy will not require further consultation. There is a commitment to co-produce the implementation plan with people with lived experience and key stakeholders following approval of the strategy, in line with the All Age Disability Strategy.

(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?**