

# Equality Impact Assessment Toolkit

## (January 2021)

### **Section 1: Your details**

**EIA lead Officer:** Andy Kehoe – Interim AD Property and Investment

**Email address:** andrewkehoe@wirral.gov.uk

**Head of Section:** Andy Kehoe – Asst Director Property and Investment

**Chief Officer:** Marcus Shaw – Director of Regeneration & Place

**Directorate:** Place and Regeneration

**Date:** 14 02 25

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

The Council has an asset strategy as one of its five strategies which govern how the council operates and this strategy focuses on how the council at a strategic level operates and manages its land.

**Priority One - Delivery of the future Estate:** This priority builds on the work delivered as part of the Asset Strategy implemented in 2022. It recognises the need to generate efficiencies and the need to invest in the retained estate. As part of this work there are a number of key actions and activities that need to be delivered to achieve this priority, although not all this activity will be completed in the lifetime of this plan, due to the long-term and strategic nature of some of these elements of work.

**Priority Two - Provide a Safe, Compliant and Efficient Estate:** This priority principally focuses on managing the asset portfolio well. It is reasonable for residents, members, officers and the Council's partners to expect that the Council operates its asset portfolio in a safe, compliant and efficient way.

**Priority Three – Delivery of a Sustainable Estate and Services:** The delivery of a sustainable estate is achieved through efficient management of our retained assets and strategically shaping the future estate into the long term; consideration of the environmental impact Council assets have through their lifecycle is an important part of asset review and planning e.g. condition, fabric, use, location, consumption etc. must form part of the decision-making process. Due to the importance of addressing the climate emergency, this priority

must be part of the Council's overall strategy for its assets, but also reaches beyond simple decarbonisation of the estate.

**Priority Four - Supporting services in the delivery of their activities:** A large part of what the Asset Management Service does is provide support to other sections and departments within the Council, providing advice and guidance on property matters. Although this work is very broad and cross cutting, spanning all services of the Council, the most significant area at present is the delivery of the Council's regeneration plans and aiding the Council deliver the local plan.

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

Yes / No

If 'yes' please state which meeting and what date

P&R 19 March 2025

**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)**

X **Services**

X **The workforce**

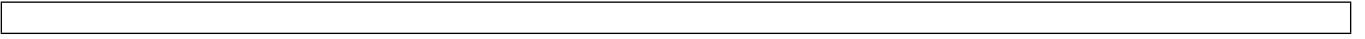
X **Communities**

X **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

All of the above, although none of the groups above will be directly affected by the asset strategy, but may be affected by the activities that flow out of the strategy or are delivered as a result of it.

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. 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	<p>Positive impact</p> <p>The actions identified within the Wirral Plan have been developed with reference to the needs of Wirral residents.</p> <p>The Asset Strategy strengthens the Wirral Plan by creating an efficient, fit for purpose and sustainable estate to deliver better, integrated public services across Wirral and the wider city region, to support businesses and to use assets as an enabler for economic growth and income generation.</p> <p>Negative Impact A negative impact is not believed to be a factor at this time. From time to time as</p>		AD Property and investment	Ongoing	N/A

	projects are developed which come forward as a result of the strategy these may be subject to equality impact assessments.				
All: Services communities and other.	We recognise that some people may need any information we produce in alternative formats	We will provide any information in alternative formats and languages upon request and within a reasonable timeframe	Through Procurement	ongoing	Alternative information may incur a cost as per the contract
Disability	The application of the Asset Strategy will see the environment change. Therefore, this could offer a positive or negative impact.	The approach taken is to seek solutions which offer good accessibility in accordance with the Equality Act.2010	AD Property and investment	Ongoing	Costs are not able to be assessed at this stage relating to this specific factor.
Age	A wide variety of groups access the Council's land and property assets. It is not possible at this stage to assess if any specific proposal that would come forward would have a positive or negative impact.	Seek solutions which offers good accessibility in accordance with the equality act.	AD Property and investment	Summer 24	Costs are not able to be assessed at this stage relating to this specific factor.
Socio Economic status	Although not a protected characteristic, the Council does provide services to a broad spectrum of the Community.	Adopting the strategy offers opportunities to respond to this group, whilst delivering the four priorities of the Strategy.	AD Property and investment	Summer 24	Costs are not able to be assessed at this stage relating to this specific factor.
Workforce	As a consequence of the Asset Strategy, the way the Council manages its assets may change and this may have an impact on the workforce.	Engagement where appropriate will be undertaken on a case by case basis where there may be an impact on workforce. This will be undertaken in	Services	Ongoing	N/A

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

The implementation of the Asset Strategy will be monitored by the Corporate Property Board, chaired by the Assistant Director of Property and investment. Out turn reporting will be provided to committee as part of normal reporting arrangements.

**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?**

Wirral Working Together: A Council Plan for 2023 to 2027  
Asset Strategy 2022 -2027

**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:

The basis of the asset strategy is about the overarching principles of how the Council will manage its land and property assets. This follows the direction provided legislation and other policies adopted by the Council: for example its response to climate change. It also provides a scalable approach to match the resources that are available to the Council at this time to manage the competing priorities that the Council faces for its assets.

As and when the Council changes or adapts the services that it provides then service areas would take a decision on what consultation would be needed.

(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 its 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?**