

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Jake Williams

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Head of Section: Damian Cooke

Chief Officer: Paul Satoor

Directorate: Neighbourhoods

Date: 26.01.2023

Section 2: What Council proposal is being assessed?

Asset Transfer (AT) of Wirral Transport Museum.

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

Yes If 'yes' please state which meeting and what date

TCCL Committee 09/03/2023

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/equality-impact-assessments-budget-proposals-2023-24>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- X **The workforce**
- X **Communities**
- Other** (please state e.g.: 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.

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 groups	Negative impact – a potential reduction in the quality of services provided to protected groups.	Ensure that business cases are properly screened and that the Council works with groups to promote equality, diversity and inclusion.	Cathy Palmer	23/24 Financial Year	Officers will need to aid in the Asset Transfer process
Workforce	None – currently there are no staff in the transport museum, and it is run by volunteers.	N/A	N/A	N/A	N/A
Workforce	None - Management responsibility for the operation of the transport museum will pass to a third party.	N/A	N/A	N/A	N/A
Workforce	Possible negative impact as management and responsibility of the Heritage Tramway is passing to different members of Wirral Council staff.	Ensure staff are fully briefed and have time to plan for the additional responsibilities	Cathy Palmer	Ongoing	Additional workload for existing staff
	Positive impact should the assets be	N/A	N/A	N/A	N/A

All groups (services)	transferred to groups that will use the assets to deliver services/actions that benefit individuals with any of the protected characteristics.				
Disability (communities)	Negative should any alterations made to an asset following transfer reduce the accessibility for individuals with disabilities.	Ensure that business cases are properly screened and that the Council works with groups to promote equality, diversity and inclusion.	DMT	01/04/23 – 31/03/24	As due diligence is set to occur as part of the Asset Transfer process there will be no additional resource implications as a result of this mitigation.
Disability (communities)	Positive should any alterations made to an asset following transfer improve the asset's accessibility for individuals with disabilities.	N/A	N/A	N/A	N/A

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

The actions will be monitored by the senior managers of the asset management team who will lead on the asset transfer. This is in conjunction with the relevant service managers and Regeneration Managers who will be overseeing the wider regeneration of the area. This review will take place on an annual basis for five years. If any negative impacts regarding equalities are noted, then the senior manager of asset management and the relevant service manager will liaise with the Equalities Communities & Governance Officer and/or the relevant Human Resources colleague to develop and implement a plan to mitigate/remediate the equalities breach.

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?

Financial data and service information has been utilised to build the business case and inform the EIA.

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

Yes

(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?

Consultation has already been conducted with the Merseyside Transport Preservation Society, in addition to affected businesses such as Molly's Chamber and National Museums Liverpool.

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?**