

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Julie Graham

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Head of Section: Jane Harvey, Consultant in Public Health

Chief Officer: Julie Webster, Director of Public Health

Directorate: Public Health

Date: 17th May 2021

Section 2: What Council proposal is being assessed?

Proposed recommissioning of Public Health Services for Children and Young People

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

Yes / No **If 'yes' please state which meeting and what date**

Yes, an initial report was presented to Adult Social Care and Health Committee (19th November 2020) and the Children, Young People and Education Committee (Tuesday 1st December 2020).

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.

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	The needs of children and young people will vary across the range of services. Some will be more vulnerable and reluctant to access support. Some of the services provide indirect support through training provided to those that support children and young people.	The Provider will be commissioned to provide appropriate support/advice/information tailored to meet the needs/ability of children and young people requiring support. Equality implications will be monitored to ensure that the services are inclusive and compliant with the Equality Act 2010 legislation. This will be part of the re-commissioning process and also monitored via regular contract meetings. The Provider will be	Provider Lead/Public Health Senior Manager	Ongoing	Within contract

		required to comply with the Equality Act 2010.			
All groups	There are potential TUPE implications for workforce should the provider of the service change as part of the re-commissioning process.	The Provider will be required to comply with the Equality Act 2010 and ensure that protected groups are considered as part of the process.	Provider Lead	Contract mobilisation	Within contract
Socio-economic status	Potential for variation/less uptake of services in areas of higher deprivation where need will be greater.	Some of the services are positively targeted to areas of higher levels of deprivation. Regular monitoring of take-up of services via contract monitoring meetings will ensure appropriate targeting/use of resources.	Provider Lead/Public Health Senior Manager	Ongoing	Within contract
All Groups	It is recognised that English may not be the first language of some children, young people and families and that information in different formats may be required.	The Provider will be required to ensure that all information is available in alternative languages and formats upon request and within a reasonable timeframe.	Provider Lead	Ongoing	Within contract

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

Governance will be provided through the Partnership for Children, Young People and Families, with scrutiny from the Children, Young People and Education Committee. Also the Health and Social Care Committee.

Quarterly contract monitoring meetings and regular 'catch-up' meetings with providers and key stakeholder groups.

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

The ethos and objectives of commissions are aligned with the Wirral Plan 2025, seeking to reduce inequalities and improve life chances for children and young people.

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

National evidence-based programmes such as the Healthy Child Programme for 0-19 years have informed developments.

Wirral JSNA

Current contract monitoring data evidencing uptake/reach of the service

Service user feedback

Consultation with key stakeholders, including children, young people and families.

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

No - this proposal will be informed by previously completed consultation/insight work and current service user feedback.

(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?**