

## Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk)

<b>Service / policy / strategy / practice / plan being assessed</b>	Local Government Reform Case for Change
<b>Business Unit / Service Area</b>	Warwickshire County Council
<b>Is this a new or existing service / policy / strategy / practice / plan?</b> If an existing service / policy / strategy / practice / plan please state date of last assessment	New
<b>EIA Review team – list of members</b>	Nichola Vine, Jane Pollard, Sarah Duxbury, Kiera Rounsley
<b>Do any other Business Units / Service Areas need to be included?</b>	
<b>Does this EIA contain personal and / or sensitive information?</b>	No
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b>	If <b>yes</b> please let your Assistant Director and the Customer Relations Team know as soon as possible Possibly

**1. Please explain the background to your proposed activity and the reasons for it.**

A White Paper is due from government on the topic of Devolution and Local Government Reform. In readiness the Council has prepared a strategic case for change for submission to MHCLG so as to begin the conversation regarding the most appropriate governance model for Warwickshire

**2. Please outline your proposed activity including a summary of the main actions.**

See case for change attached

**3. Who is this going to impact and how? (customers, service users, public and staff)**

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see [more](#).**

It is too early to predict the full impacts of any change to local government structures. If WCC is invited to submit a detailed proposal to government engagement will take place with partners, stakeholders, districts, boroughs and residents of Warwickshire. Statutory consultation will be undertaken by government

**4. Please analyse the potential impact of your proposed activity against the protected characteristics.**

**N.B** Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

	<b>What information do you have? What information do you still need to get?</b>	<b>Positive impacts</b>	<b>Negative impacts</b>
<b>Age</b>	too early to consider		
<b>Disability</b> Consider <ul style="list-style-type: none"> <li>• Physical disabilities</li> <li>• Sensory impairments</li> <li>• Neurodiverse conditions (e.g. dyslexia)</li> <li>• Mental health conditions (e.g. depression)</li> <li>• Medical conditions (e.g. diabetes)</li> </ul>	too early to consider		
<b>Gender Reassignment</b>	too early to consider		
<b>Marriage and Civil Partnership</b>	too early to consider		
<b>Pregnancy and Maternity</b>	too early to consider		
<b>Race</b>	too early to consider		
<b>Religion or Belief</b>	too early to consider		
<b>Sex</b>	too early to consider		

<b>Sexual Orientation</b>	too early to consider		
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**5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?**

The purpose of any proposals for local government reform would be to improve the position for Warwickshire and its residents, to advance opportunities, to move influence closer to communities, improving health and wellbeing and tackling inequalities, ensuring climate change and adaptation are built into the new model of governance and achieving better value for our residents.

**6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:**

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

see above q5

**7. Actions – what do you need to do next?**

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!

Action	Timescale	Name of person responsible

8. Sign off.

<b>Name of person/s completing EIA</b>	Nichola Vine
<b>Name and signature of Assistant Director</b>	Sarah Duxbury
<b>Date</b>	14 September 2020
<b>Date of next review and name of person/s responsible</b>	