

Equality Impact Assessment

Work experience/placement – recommended options

Stage 1 Details of the proposal

Name of service	Employment & Skills
Directorate	Growth and Sustainability - BU4

Name of officer responsible for EIA	Neil Wilkinson
Name of senior sponsor	

Description / purpose of proposal	<p>The Employment and Skills service have been delivering a Youth Employment Programme for young people aged 18-24 and in receipt of Universal Credit (approved by Cabinet March 2021). The purpose of the programme was to mitigate the impacts of Covid-19 (cause) on this age group, evidenced as being most at-risk of long-term unemployment (effect).</p> <p>A Report is due to go through White Cabinet 02/11/23 providing a progress update highlighting the positive impact the programme has had on many young people. It also includes a range of recommended options that will enable the Council to continue to support many young people and those from vulnerable and/or disadvantaged groups to progress into employment, via a range of support schemes outlined in the options of the Cabinet Report.</p>
--	---

Date EIA started	09/08/2022
-------------------------	------------

Assessment Review date	09/08/2023
-------------------------------	------------

Stage 2 - About the proposal

What is being proposed?	For Cabinet to approve a range of recommended
--------------------------------	---

options that will create a range of opportunities for young people and those from vulnerable and/or disadvantaged groups to overcome barriers and progress towards paid employment.

Why is the proposal required?

The recommended options outlined within the Cabinet Report support the sufficiency of opportunities required to support young people and those from vulnerable and/or disadvantaged groups to overcome barriers and progress towards paid employment.

What will this proposal mean for customers?

Enhanced work skills, knowledge and experience.
Enhanced personal development and wellbeing.
Improved employability prospects.

Stage 3 - Preliminary screening process

Use the Preliminary screening questions to decide whether a full EIA is required

Yes - EIA required (go to next section)

No – EIA not required (provide rationale below including name of E&I Officer consulted with)

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics

What generic data do you know?

There is an increasing number of young people 18-24 looking to enter the labour market without the required skills to be deemed 'work ready' by employers, identified through a recent report commissioned by the Employment and Skills service. There is also an increasing number of young people facing personal barriers to employment including well publicised issues around mental health, amongst others. Such issues outlined above are exacerbating the number of young people 18-24 becoming unemployed and in receipt of Universal Credit.

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

The recommended options within the Cabinet Report provides targeted opportunities for:

- Young people 16-19
- Unemployed young people 18-24
- Care Leavers
- Young people with Education Health and Care Plans
- Adults with Learning Difficulties and/or Disabilities
- Young people who have been through the Youth Justice System

Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

No

Data: Formal consultation

What information has been gathered from formal consultation?

That there is a need for targeted provision/support for the identified groups listed previously in progressing towards paid employment.

Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative '-'	Positive '+'	No impact	Don't know	Details
Sex		X			The options recommended in the report do not discriminate on sex and therefore it is anticipated males, females and potentially those who are non-binary will benefit from the recommended options, supporting their progression towards employment. Monitoring of sex will take place to ensure no particular sex is underrepresented and should this be the case, appropriate interventions applied.
Age		X			Most of the options are focussed on 18-24 year olds, identified as the age bracket needing the most support to enter the labour market, due to employer feedback claiming this age range are not yet 'work ready'. This age range will

					significantly benefit from the recommended options.
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People, invisible illness, Mental Health etc</i>		X			Those with a disability are particularly targeted in the recommended options, to support those with a disability to benefit from the recommendations and progress towards employment.
Race		X			The options recommended in the report do not discriminate on race and therefore it is anticipated individuals from all races will benefit from the recommended options, supporting their progression towards employment. Monitoring of race will take place to ensure no particular race is underrepresented and should this be the case, appropriate interventions applied.
Religion & Belief		X			The options recommended in the report do not discriminate on Religion & Belief and therefore it is anticipated individuals from all Religions and beliefs will benefit from the recommended options, supporting their progression towards employment. Monitoring will take place to ensure appropriate representation and where not interventions applied.
Sexual orientation		X			The options recommended in the report do not discriminate on sexual orientation and therefore it is anticipated individuals irrelevant of their sexual orientation will benefit from the recommended options, supporting their progression towards employment. Monitoring will take place to ensure appropriate representation and where not interventions applied.
Gender Reassignment		X			The options recommended in the report do not discriminate on gender reassignment and therefore it is anticipated individuals with gender reassignment will benefit from the recommended options, supporting their progression towards employment. Monitoring will take place to ensure appropriate representation and where not interventions applied.
Marriage / civil partnership		X			The options recommended in the report do not discriminate on marriage/civil partnership and therefore it is anticipated individuals who are married or in a civil partnership will benefit from the recommended options, supporting their progression towards employment. Monitoring will take place to ensure appropriate representation and where not interventions applied.
Pregnancy / maternity		X			The options recommended in the report do not discriminate those who are pregnant and therefore it is anticipated individuals who are pregnant will benefit from the recommended options, supporting their progression towards employment. Monitoring will take place to ensure appropriate representation and where not interventions applied. For those on maternity, it is not feasible to support on any of the schemes. However, we would work with any individuals on maternity to provide opportunities once the maternity period had concluded.

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services		X			
Lower socio-economic		X			
Other ...		X			

Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at)

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with reasonable adjustments for disabled people.

Not yet live

- The proposal will meet the minimum access standards.
- The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
Analysis of equality data for those partaking in any of the options recommended	Neil Wilkinson	01/08/2023
Stakeholder focus group	Neil Wilkinson	01/08/2023

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date
Interventions, such as tweaking access requirements, to improve representation amongst any underrepresented groups, based on the tracking and analysis of protected characteristics data and information. This will enable the project/s to be more inclusive and ensure we have applied due regard to our Public Sector Equality Duty.	Neil Wilkinson	01/10/2023

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take	Completion date
Not yet live	

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

Summary of equality impact	The recommended options within the Cabinet Report aims to positively impact employment opportunities for young people and those from identified vulnerable and/or disadvantaged groups.
-----------------------------------	---

Summary of next steps	
------------------------------	--

Signature (officer responsible for EIA) Date	
--	--

Stage 9 – Assessment Review

What information did you obtain and what does that tell us about equality of outcomes for different groups?

--