

Equality Impact Assessment

Outcomes for national Takeover Day 2022 – 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>Over the last few years Barnsley Council's activity in the national Takeover Day Challenge has evolved to include a range of shadowing opportunities (reserved for those with experience of care) and a suite of virtual/online opportunities, opened up to all children and young people aged 14-24. These opportunities sit alongside an event run by the Children and Young People's Trust Executive Group (TEG) and Children's Safeguarding Partnership (CSP) that enables children and young people to influence decision-making.</p> <p>The Cabinet report recommends alterations to the delivery and timings of these activities to maximise use of resources and enhance the impact on children and young people and in particular those with experience of being in care</p>
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Date EIA started	20/02/2023
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Assessment Review date	20/02/2023
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Stage 2 - About the proposal

What is being proposed?	For Cabinet to approve alterations to the delivery and timings of activity that has previously formed part of
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national Takeover Day

Why is the proposal required?

The timings of Takeover Day limit the number of children, young people and those with experience of care participating. The late notice of the date for Takeover Day causes operational challenges and limits the impact the event could have.

What will this proposal mean for customers?

Flexible opportunities bespoke to the aspirations and needs of care experienced children and young people.
A more effective virtual event that delivered at a point in the year that more education institutions are able to participate.

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?

National Takeover Day is an event created specifically for those with experience of care and between the ages of 14-24, with the intention of influencing decision-making and raising aspirations.

The Council has a longstanding participation with the annual event, but in recent years have created a range of different opportunities/activity that have enabled us to open up opportunities to all young people aged 14-24.

Data: Service data / feedback

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

The event is open to all young people aged 14-24. Whilst age is a protected characteristic, the event is targeted at this age level and the activity that takes place age appropriate, where it would not necessarily be for older or younger age groups.

No are no other restrictions on protected characteristics. Individuals no matter of their sex, race, religion, sexual preference etc are able and encouraged to participate in the event.

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?

Feedback from participants in the event is that the opportunities have helped to inform their career choices and improve their understanding of what they need to do to progress towards different types of careers – helping to enhance aspirations.

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			Young people aged 16-24 of both sexes gain insights into different types of careers, enhancing aspirations
Age		X			The event has a positive impact in shaping young people's (16-24) career choices
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i>		X			Those with disabilities, aged 16-24 are encouraged to participate and gain insights into different types of careers, enhancing aspirations

Race		X			Young people of any race can gain insights into different types of careers, enhancing aspirations
Religion & Belief		X			Young people of any religion or belief can gain insights into different types of careers, enhancing aspirations
Sexual orientation		X			Young people of any sexual orientation can gain insights into different types of careers, enhancing aspirations
Gender Reassignment		X			Young people who have undergone gender reassignment can gain insights into different types of careers, enhancing aspirations
Marriage / civil partnership		X			Young people who are married or in civil partnership can gain insights into different types of careers, enhancing aspirations
Pregnancy / maternity		X			Young people who are pregnant or on maternity can gain insights into different types of careers, enhancing aspirations

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services		X			Young people who may be ex services can gain insights into different types of careers, enhancing aspirations
Lower socio-economic		X			Young people from lower socio-economic backgrounds can gain insights into different types of careers, enhancing aspirations
Other ...		X			Other young people of any race can gain insights into different types of careers, enhancing aspirations

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 ensure that the necessary steps are taken to ensure the new service complies with the minimum access standards and that 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 impacted by the proposals. Collation of data (race, gender, disability, age etc) of those who take part will be captured to identify whether the impact of the proposals are inclusive. Actions taken where required to ensure inclusivity if/where required.	Neil Wilkinson	20/02/2023

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
Review of impact (part of plan, do, assess, review) through measurement of participation	Neil Wilkinson	20/02/2023

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 proposed alterations within the Takeover Day Outcomes Cabinet report will impact on young people 16-24, those who have experience of being in care, and those that fall into all the different protected characteristic categories – in a positive way, as it is anticipated the alterations will increase the impact on preparing young people for future employment and enabling a wider number of young people to be able to engage and participate

Summary of next steps

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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?

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