



# EQUALITY IMPACT ASSESSMENT

Employment, Unemployment, Skills & Careers Support and  
Response

Reference: EIA000183

Date: 19/01/2024

Submitted by: [Maria.Lopez@birmingham.gov.uk](mailto:Maria.Lopez@birmingham.gov.uk)



**EIA Form – About your EIA**

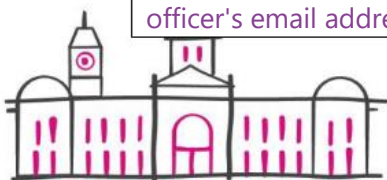
Reference number	EIA000183
Date Submitted	19/01/2024
Subject of the EIA	Employment, Unemployment, Skills & Careers Support and Response
Brief description of the policy, service or function covered by the EIA	The Skills & Employment Service provide a number of functions: (1) support to tackle and reduce both youth unemployment and the number of young people classified as NEET (Not in Employment Education & Training); (2) support to unemployed and inactive adults aged 19+ to gain skills, careers advice, enter into education, employment or training; (3) Employment, Work Experience, Placement/Intern, Work-Trial 'Opportunities Development' and Employer Interaction; (4) Liaising with Developers and Employers to ensure their S.106 their Corporate Social Responsibilities relating to employment, skills and careers are effectively planned and achieved; (5) Working with employers to encourage commitment to the Employment & Skills 'Charter' and 'Good Employment' conditions; (6) Planning, managing and deploying external funding related to employment, unemployment, skills, careers support to ensure it provides effective services to residents and targeted cohorts or organisations; (7) Employment and Skills activity that involves collaboration with businesses and enterprises, other providers or partners of support, or commissioned/contracted services.
Equality Assessment is in support of...	["Amended function", "Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Every two years
Due date of the first review	2024-10-09

**Directorate, Division & Service Area**

Which directorate(s) are responsible for this EIA?	["Children and Families"]
Division	Skills and Employability
Service area	Employment and Skills
Budget Saving	No

**Officers**

What is the responsible officer's email address?	Maria.Lopez@birmingham.gov.uk
What is the accountable officer's email address?	Helen.X.Price@birmingham.gov.uk



### Data Sources

Data sources	["Birmingham City Observatory data and insight", "Relevant research", "Interviews", "Quantitative data (please specify in the box below)", "Relevant reports/strategies", "Surveys"]
Data source details	<p>Youth Promise Plus (YPP) data (held on BCC's Insight database)</p> <p>YPP survey October 2020</p> <p>Youth Futures Foundation and Prince's Trust Kickstart reporting and best practice policies</p> <p>YPP anecdotal feedback from participants and staff, and case studies to date and Evaluation of Phase 1 (2018)</p> <p>YPP Evaluation (second stage) undertaken in 2023</p> <p>Birmingham Area and Ward Profiles Power BI tool - 2023 onwards</p> <p>Corporate Social Responsibility and S.106 monitored achievements</p> <p>Power BI tool identifying Wards and SOA's with inactive residents</p> <p>Schools related data - Free School Meals, at risk of NEET's, EHCIP's</p>

### Protected Characteristics

#### Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years"]
Please describe the impact to the age characteristic	<p>We need to ensure that the services offered below are fully inclusive and do not discriminate against different protected characteristics:</p> <p>Support to young people not in employment, education or training (NEETs) of 15 (post school age) to 29 years old via with person-centred support towards employment, education or training entry.</p> <p>Support to young people with SEND, EHCIP's, Care Leavers, Lone Parents.</p> <p>Support to unemployed / inactive residents of working age of 19+ (including access to mentoring, mental health support, and learning difficulties and disabilities)</p>
How will you mitigate against any negative impact to the age characteristic?	Require strong data monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics



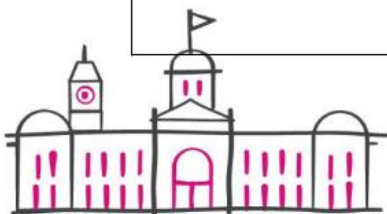
	measures; Surveys of providers and of residents via organisations providing support to ensure services are all-inclusive
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### Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	We need to ensure that the services offered below are fully inclusive and do not discriminate against different protected characteristics: physical or learning disabilities, SEND needs, with EHCIP's,
How will you mitigate against any negative impact to the disability characteristic?	Require strong data monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; Surveys of providers and via organisations providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents and protects from harassment or discrimination in their support;

### Protected Characteristic – Gender

Does this proposal impact citizens based on their gender as per the Equality Act 2010?	Yes
What genders will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe the impact to the gender characteristic	We need to ensure that the services offered are fully inclusive and do not discriminate against different protected characteristics: to male and female and non-binary residents
How will you mitigate against any negative impact to the gender characteristic?	Require strong data monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; Surveys of providers and via organisations providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents



	and protects from harassment or discrimination in their support;
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### Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	We need to ensure that the services offered are fully inclusive and do not discriminate against different protected characteristics
How will you mitigate against any negative impact to the gender reassignment characteristic?	Require strong data collection, monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; Surveys of providers and via organisations providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents and protects from harassment or discrimination in their support;

### Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

### Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the	Yes
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Equality Act 2010 under the protected characteristic of pregnancy and maternity?	
Please describe the impact to the pregnancy and maternity characteristic	We need to ensure that the services offered are fully inclusive and do not discriminate against different protected characteristics.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Surveys of providers and via organisations Require strong data collection, monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents and protects from harassment or discrimination in their support;

### Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Western and Southern Europe", "Central and Eastern Europe", "Roma", "Gypsy or Irish Traveller", "Irish", "Latin American", "Arab", "Other Black"]
Please describe the impact to the ethnicity and race characteristic	We need to ensure that the services offered below are fully inclusive and do not discriminate against different protected characteristics: Support to young people who are NEET or unemployed Support to residents aged 19+ who are unemployed or inactive
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Require strong data collection, monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; Surveys of providers and via organisations and providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents



	and protects from harassment or discrimination in their support;
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### Protected Characteristic - Religion or Beliefs

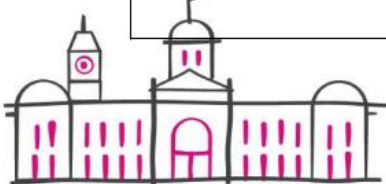
Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	We need to ensure that the services offered are fully inclusive and do not discriminate against different protected characteristics.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Require strong data collection, monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures; Surveys of providers and via organisations and providing support to ensure services are all-inclusive; Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents and protects from harassment or discrimination in their support;

### Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	

### Monitoring

How will you ensure any adverse impact and	Data will be collected in relation to external grant funded activity that is received by BCC and then deployed in Agreements/Contracts/via Partners.
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<p>mitigation measures are monitored?</p>	<p>Require strong data collection, monitoring, management and performance management in relation to beneficiary engagement/support and service/outcome provided, including monitoring the sets of protected characteristics measures;</p> <p>Surveys of providers and via organisations and providing support to ensure services are all-inclusive;</p> <p>Ensure services, funded provision or collaborative providers have in place evidence in the form of policies and action plans that ensure they comply with support that prevents and protects from harassment or discrimination in their support;</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Maria.Lopez@birmingham.gov.uk</p>

