



EQUALITY IMPACT ASSESSMENT

Enterprise Zone Higher Level Skills Match Plus pilot project

Reference: EIA000158

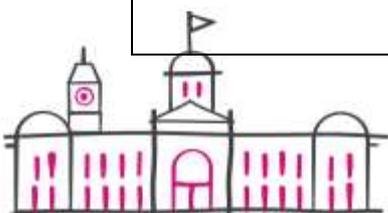
Date: 18/01/2024

Submitted by: kerry.billington@birmingham.gov.uk



EIA Form – About your EIA

Reference number	EIA000158
Date Submitted	18/01/2024
Subject of the EIA	Enterprise Zone Higher Level Skills Match Plus pilot project
Brief description of the policy, service or function covered by the EIA	<p>This project is led by Birmingham City University (BCU) in a consortium consisting of Aston university, BCU, University College Birmingham and the University of Birmingham. the project aims to provide a single point of access to over 38,000 final year undergraduates, recent graduates, masters and post graduates students, and over 500 graduates currently claiming benefits in Birmingham and Solihull. By offering an Account Management service to large companies, new inward investors and SMEs within the Enterprise Zone (EZ) the project aims to identify the higher levels skills needs of these businesses and match them with the skills of local graduates. The project is designed to increase graduate retention and significantly reduce graduate unemployment. It aims to boost productivity by moving more graduates from unemployment into employment and freeing up entry and intermediate level roles by moving underemployed graduates in to graduate level roles. Promoting equality, diversity and inclusion is at the very core of the Plus Pilot. One of the two primary aims of the project is to help local unemployed graduates (and local, newly qualified graduates, who are most at risk of disadvantage in the labour market) develop the industry relevant higher level skills required to secure graduate level employment, and thereby afford them the opportunity to contribute to, and benefit from, local economic growth. Plus will therefore target those within the latest graduate cohorts (2022/23 onwards) who come from the most disadvantaged backgrounds, and those who are registered for welfare benefits and are, or are at risk of becoming, long term unemployed. The second aim of Plus is to help support and sustain local economic growth by providing EZ businesses with a single point of access to the local Graduate Talent Pool and in particular, the circa 540 graduates registered with Jobcentres in Birmingham and Solihull for Universal Credit. Plus is in part the successor programme to Graduate Re-Tune, which has, over the last 4 years helped over 700 local unemployed graduates refresh their skills, secure job placements and graduate level jobs, or to take up Further Study. The Project will target and provide upskilling, job search and job preparation support to individuals within the above cohorts who possess one or more of the protected characteristics recognised in the Equality Act.</p>



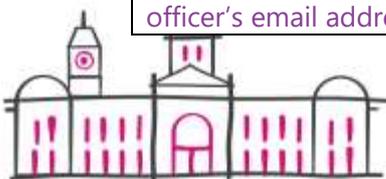
	<p>The project will carry out an Equality Impact Assessment at the start of the Project and will collect and monitor data to assist in the identification and removal of barriers to equality of opportunity; Plus is committed to:</p> <ul style="list-style-type: none"> • Removing or minimising disadvantages suffered by staff and participants, due to their personal characteristics; • Providing and promoting an environment which eliminates discrimination, harassment, victimisation, and any other conduct that is prohibited by or under the Equality Act 2010 for all participants; • Identifying any needs and access requirements of different groups of participants; • Providing reasonable adjustments for people with disabilities, caring responsibilities, and cultural differences; • Ensuring premises used for project delivery are accessible to all, and that all project documentation can be modified to meet the needs of participants; • Working with BCU's Disability Support Team to ensure that all project documents created can be modified to meet the needs of all participants; • Advancing equality of opportunity between staff, participants and businesses engaged; • Fostering/promoting good relations between all participants and members of the Plus Consortium; • Recognising the diversity of backgrounds, skills and talents of project staff and participants; and • Communicating to all participants and staff the project's commitment to promote equal opportunities in the labour market and increase the percentage of graduates from disadvantaged backgrounds securing jobs with EZ businesses.
Equality Assessment is in support of...	["New function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-03-31

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Places, Prosperity and Sustainability"]
Division	Planning and Development
Service area	Enterprise Zone
Budget Saving	No

Officers

What is the responsible officer's email address?	kerry.billington@birmingham.gov.uk
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What is the accountable officer's email address?

james.betjemann@birmingham.gov.uk

Data Sources

Data sources	["Full Business Case"]
Data source details	https://birminghamcitycouncil.sharepoint.com/:b:/r/sites/EZProjects/Shared%20Documents/General/Higher%20Level%20Skills%20Match%20Plus/2.%20Business%20Case/FBC/Final/SIGNED%20HLSM_Plus_FBC_18122.pdf?csf=1&web=1&e=Hktb28

Protected Characteristics

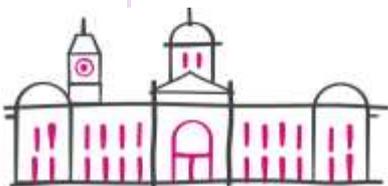
Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	
Please describe the impact to the age characteristic	
How will you mitigate against any negative impact to the age characteristic?	

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	
How will you mitigate against any negative impact to the disability characteristic?	

Protected Characteristic – Gender



Does this proposal impact citizens based on their gender as per the Equality Act 2010?	No
What genders will be impacted by this proposal?	
Please describe the impact to the gender characteristic	
How will you mitigate against any negative impact to the gender characteristic?	

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?	No
Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment characteristic?	

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	No
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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	
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	

Protected Characteristic - Ethnicity and Race

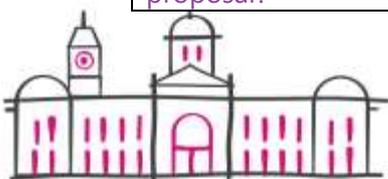
Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	
Please describe the impact to the ethnicity and race characteristic	
How will you mitigate against any negative impact to the ethnicity and race characteristic?	

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	
Please describe the impact to the religion or beliefs characteristic	
How will you mitigate against any negative impact to the religion or beliefs characteristic?	

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 mitigation measures are monitored?	<p>The HLSM+ project will implement an Equality, Diversity and Inclusion Policy and Implementation Plan, which will be approved by the Project Board (PB). Progress against this Plan will be assessed at all PB meetings. All staff involved in delivering the project will be made aware of escalation routes to the Project Management Team (PMT) should any concerns arise. The Policy will be underpinned by the following statement that Plus will seek to prevent any form of unlawful or unfair discrimination, and will be concerned with the prevention of direct and indirect, associative and perceptive discrimination on the grounds of age, sex (gender), disability, race, sexual orientation, transgender status, family circumstances, marital or civil partnership status, religion or belief, citizenship, colour or ethnicity, social and economic status, or other irrelevant personal characteristic. The project will carry out an Equality Impact Assessment at the start of the Project and will collect and monitor data to assist in the identification and removal of barriers to equality of opportunity. An evaluation plan of the delivery of the project will be completed at the end of the delivery period which will include the impact on individuals with protected characteristics.</p>
Please enter the email address for the officer responsible for monitoring impact and mitigation	kerry.billington@birmingham.gov.uk

