

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham Skills Investment Plan
Directorate	Economy
Service Area	STP Employment
Type	New/Proposed Policy
EA Summary	The development of a Birmingham Skills Investment Plan (SIP) was a major priority in the Leader's Priority Statement 2014/15. The intent is to produced a SIP that is clearly rooted in an employer led statement of current and future skills needs in the City, linked to jobs and economic growth. The SIP is intended to address the whole range of issues which contribute to the problem of mismatch of supply and demand, and is intended to be jointly owned and implemented by stakeholders across the City.
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The development of a Birmingham Skills Investment Plan (SIP) was a major priority in the Leader's Priority Statement 2014/15. The intent is to produce a SIP that is clearly rooted in an employer led statement of current and future skills needs in the City, linked to jobs and economic growth. The SIP is intended to address the whole range of issues such as careers advice in schools, skills gap between current and projected demand, lack of quality apprenticeship routes which all contribute to the problem of mismatch of supply and demand, and is intended to be jointly owned and implemented by stakeholders across the City. This includes training providers, schools, employers. The context for the development of the SIP is set against a complex interaction of social and economic strategies to encourage the retention of skills within the City, the engagement of young people and the attraction of new and growing businesses to Birmingham through the inward investment activity of Marketing Birmingham and the Greater Birmingham and Solihull Local Enterprise Partnership as well as the Midlands Engine for Growth. It will support the delivery of the Birmingham Youth Promise and align with the work developing out of the Kerslake Review published in December 2014.

The Birmingham Skills Investment Plan is a partnership statement of policy and actions designed to raise skills in Birmingham and support economic growth as well as level the playing field for all Birmingham residents who are affected by low skills, no skills and barriers to employment. The statistical data that is contained demonstrates that Birmingham as a whole lags behind Core Cities (Birmingham, Bristol, Cardiff, Glasgow, Leeds, Liverpool, Manchester, Newcastle, Nottingham, Sheffield) and the UK as a whole. Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Our employment rate is the second lowest (behind Liverpool) of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications. Our ambition is to move an extra 70,000 residents into employment by 2026 - increasing the present employment rate of 62% to 67%. This would halve the gap between Birmingham's current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.

The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions. The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. Consultation has been via face-to face interviews, telephone interviews and group consultations with groupings such as the Birmingham Employment and Skills Board and the Birmingham Youth Partnership. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	No
A Fair City	Yes
A Prosperous City	Yes

A Democratic City	No
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2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

The Birmingham Skills Investment Plan is a partnership statement of policy and actions designed to raise skills in Birmingham and support economic growth as well as level the playing field for all Birmingham residents who are affected by low skills, no skills and barriers to employment. The statistical data that is contained demonstrates that Birmingham as a whole lags behind Core Cities and the UK as a whole. Nearly 16% of all working age residents have no qualifications and this rises to 27% for workless people. Our employment rate is the second lowest of all English core cities. The Birmingham economy needs to create even more jobs to close the employment gap with other cities, and an increasing proportion of these will demand high qualifications. Our ambition is to move an extra 70,000 residents into employment by 2026 - increasing the present employment rate of 62% to 67%. This would halve the gap between Birmingham's current employment rate and the UK employment rate. It would also take us above the current English core city average of 66%.

The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions that are signed up to by stakeholders across the City such as training providers and employer representative bodies. The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency.

The Plan is targeted at raising skills and employment levels across the City for all Birmingham residents and is not targeted on any particular group and therefore there are no adverse implications identified from the recommendations of the Skills Investment Plan

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3 Concluding Statement on Full Assessment

The Plan itself comprises a comprehensive labour market information review as well as a policy statement of actions that are signed up to by stakeholders across the City. The Plan has been developed following extensive consultation with employers and employer organisations, third sector organisations, schools, providers of FE and HE, Chamber of Commerce, Birmingham Education Partnership DWP, internal partners such as the Careers Service, Youth Service. The process for developing the SIP was overseen by a Steering Group which included FE, HE, Chamber of Commerce, third sector, DWP and the Skills Funding Agency. The Birmingham Skills Investment Plan is targeted at raising skills and employment levels across the City for all Birmingham residents and is not targeted on any particular group and therefore there are no adverse implications identified from the recommendations of the Skills Investment Plan. Therefore a Full Assessment is not required.

4 Review Date

31/03/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.