

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Birmingham And Solihull Youth Promise Plus Project (Youth Employment Initiative)
<b>Directorate</b>	Economy
<b>Service Area</b>	STP Employment
<b>Type</b>	Reviewed Policy
<b>EA Summary</b>	Equality impact of the EU funded Birmingham and Solihull Youth Promise Plus Project - (ESF Youth Employment Initiative (YEI)) on behalf of a wider collaborative partnership (including: Princes Trust; University Hospital Birmingham Consortium; Solihull MMBC; CENTRO and the Police Commissioners Office) as lead applicant. The project will specifically target employment support activity for up to 16,610 young people between the ages of 15 and 29 within Birmingham and Solihull, who are Not in Employment Education or Training (NEET) or are unemployed. It will embed Intervention Workers in key service access points through which the project will engage with those most distanced from the labour market, including care leavers, those at risk of offending, those who are homeless, and those with mental ill health and learning difficulties.
<b>Reference Number</b>	EA000677
<b>Task Group Manager</b>	alison.fiddes@birmingham.gov.uk
<b>Task Group Member</b>	
<b>Date Approved</b>	2016-01-28 00:00:00 +0000
<b>Senior Officer</b>	Shilpi.Akbar@birmingham.gov.uk
<b>Quality Control Officer</b>	Lesley.Edwards@birmingham.gov.uk

### Introduction

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

### **Overall Purpose**

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 Reviewed Policy.

## **2 Overall Purpose**

### **2.1 What the Activity is for**

---

<p>What is the purpose of this Policy and expected outcomes?</p>	<p>Birmingham and Solihull Youth Promise Plus primary aim is to reduce both youth unemployment and the number of young people classified as NEET (Not in Employment Education &amp; Training), by intensively supporting 16,610 young people into employment education or training by July 2018. By targeting more intensive support to those with the most disadvantage, and furthest from the labour market (such as those at risk of offending, care leavers, those experiencing homelessness and those suffering mental ill health or learning difficulties) it aims to significantly improve positive outcomes for these groups.</p> <p>The project also aims to address issues of fragmentation and silo working which are identified in the Greater Birmingham and Solihull Local Enterprise Partnership European Structural and Investment Funds (GBSLEP ESIF) Strategy 2014 - 2020, by bringing together sub regional partners, such as DWP, community and voluntary organisations, major employers and the FE sector, to create an entirely new system of employment and skills support.</p> <p>The project will be delivered through three key strands:</p> <p>STRAND ONE Engagement and intervention with young people (holistic and tailored personal support and in work support): Existing Supporting People and Destination Work contract provision will be matched and aligned into the Youth Promise Plus delivery. Newly commissioned Intervention Workers will be embedded within a range of agencies across the sub-region who work directly with disadvantaged young people. The project will also commission teams of outreach intervention works to engage with hidden NEETs and provide local responsiveness in 5 localities covering the Birmingham and Solihull areas. The aim is that a significant number of these beneficiaries will access the supported pathways to jobs created through the Employment Development strand of the project (described below) and signposting/ supported referral to wider range of external destinations in jobs, education and training.</p> <p>STRAND TWO Employment Development (Improving Employer Engagement and Support): Through the commissioning of specific Employment Development workers the project will establish services to employers which provide wrap-around support to young people achieving employment/work experience to address personal barriers and challenges, enabling the sustainment of employment. These contracts will provide supported pathways through employer-led training programmes leading directly to jobs upon completion. The YEI delivery will include strengthening and deepening the existing employment pathways delivered through the Princes Trust and UHB Hospital consortium.</p> <p>STRAND THREE- The Learning and Practice Hub: To ensure the required level of service integration between providers and crucially to ensure smooth transition of young beneficiaries to and through supported employment pathways and into sustainable jobs, the project design incorporates a newly formed Learning and Practice Hub to be managed through the City Council addressing quality, coordination and development support for all Youth Promise Plus frontline providers and staff.</p>
--	---

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

Public Service Excellence	Yes
A Fair City	Yes

A Prosperous City	Yes
A Democratic City	Yes

## 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?	Yes
Will the policy have an impact on wider community?	Yes

## 2.3 Analysis on Initial Assessment

All attempts to promote equality have been made during the planning and completion of the bid (during July - September 2015), by ensuring that consultation and delivery mechanisms are inclusive and that the views of the primary beneficiary group (young people) have informed the development of the project. Robust equality procedures are part of the delivery model, through the Learning and Practice Hub that will drive forward continuous improvement and maintain input from the "Youth Voice" (input from young people, including those who are being supported through the project); and a Gender Equality and Equal Opportunities Policy and Implementation Plan.

The policy is meant to directly benefit young people from a specific age bracket (15 - 29) who share particular economic and social characteristics and so the AGE characteristic is relevant. The project policy includes specifically targeted support for young people with significant barriers to employment, including those who experience Mental Ill Health and Learning Disabilities. Therefore the DISABILITY characteristic is relevant.

Other protected characteristics are not relevant to this policy for the following reasons:

**GENDER:** There should be no negative impact on individuals as the Policy gives equal access to both genders;

**RACE:** All assessments, planning and outcomes related to the implementation of the policy will be individualised and address issues specific to the individual which will include issues related to race. There should be no negative impact on individuals;

**RELIGION OR BELIEF:** All assessment, planning and outcomes related to the implementation of the policy will be individualised and address issues specific to the individual which will include issues related to religion or belief. The service will be non-discriminatory, irrespective of an individuals religion or belief. There should be no negative impact on individuals;

**SEXUAL ORIENTATION:** All assessment planning and outcomes related to the implementation of the policy will be individualised and address issues specific to the individual which will include issues related to sexual orientation. The policy is sensitive to the needs of a wide range of people and ensures compliance with data protection policies and procedures. There should be no negative impact on individuals;

**TRANSGENDER:** All assessment planning and outcomes related to the implementation of the policy will be individualised and address issues specific to the individual which will include transgender issues. The new service will be sensitive to the needs of a wide range of people and ensure compliance with data protection policies and procedures. There should be no negative impact on individuals;

The policy does not disadvantage young people who are not eligible for support through the project, as they will be already engaged in work, training or education and are able to access other relevant support.

Because this policy affects two groups with protected characteristics, a Full Analysis will be undertaken. This will detail consultation that has been undertaken, what supporting data is available, issues raised and how mitigating actions will be implemented.

### 3.1 Age

#### 3.1.1 Age - Differential Impact

Age	Relevant
-----	----------

#### 3.1.2 Age - Impact

Describe how the Policy meets the needs of Individuals of different ages?	<p>The Youth Promise Plus project will support young people aged 15 - 29 who are unemployed or NEET, helping them address personal barriers and provide access to employment and pathway support. The project comprises two strands of direct delivery activity, specifically designed to meet the needs of young people and address barriers:</p> <p>STRAND ONE Engagement and intervention with young people (holistic and tailored personal support and in work support) specifically designed to meet the needs of young people; and</p> <p>STRAND TWO Employment Development (Improving Employer Engagement and Support) to improve access to jobs and employer-led training programmes leading directly to jobs.</p> <p>This project aims to have a positive impact on age equality as it will help redress the balance of Birmingham's young people having a higher unemployment rate than the Birmingham and National averages.</p> <p>As at August 2015 Birmingham had 6,409 unemployed 18-24 year old benefit claimants, representing a claimant rate of 8.8% compared with a UK rate of 4.6%. (ONS/NOMS), and highest of all the UK Core Cities: Birmingham; Liverpool; Nottingham; Glasgow; Manchester; Newcastle; Sheffield; Cardiff; Leeds; and Bristol</p>
Do you have evidence to support the assessment?	Yes

Please record the type of evidence and where it is from?	<p>The main body of evidence is contained in the ESF Project bid, submitted to DWP in September 2015, and for which we are currently awaiting approval (following approval of the outline application). The Bid sets out the thinking and rationale behind the policy and this is supported by reference to local, regional and national research and evaluations, including findings from evaluation of partner activities.</p> <p>The longstanding statistical inequalities in unemployment rates for Birmingham's young people is evidenced through the Office for National Statistics and regular local Unemployment Bulletins produced by BCC for Birmingham;</p> <p>Birmingham Commission on Youth Unemployment, in their report January 2013, scoped out the level of need within the City around young people who are either not engaged in employment education or training (i.e. NEETs) or who are unemployed and claiming Job Seekers Allowance (or latterly Universal Credit).</p>
Have you received any other feedback about the Policy in meeting the needs of Individuals of different ages?	Yes
Please record the nature of such feedback.	<p>Significant consultation was undertaken with relevant internal and external stakeholders in the design and development of the project, including: Birmingham Youth Partnership Members; Birmingham City Council (Employment &amp; Skills, Housing infrastructure, Birmingham Careers and Youth Services); Solihull MBC; The Princes Trust; University Hospital UHB; The Best Network; BVSC; Centro; Police Commissioners Office; West Midlands Learning Provider Network; Birmingham &amp; Solihull FE Consortium; The Best Network; People Plus; Ahead Partnership (CSR City); DWP Birmingham &amp; Solihull District Office; and St Basils who held a Youth Voice event to obtain the views of young people on the proposed delivery model.</p>
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?	No

### 3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Policy?	Yes
---	-----

<p>If so, how did you obtain these views?</p>	<p>Consultation was undertaken with a group of young people aged between 16 and 29 (Youth Voice) in Sept 2015, by St Basils, a prominent Youth charity based in Birmingham. The consultation consisted of an informal discussion with the group, as well as an explanation of the proposed Birmingham and Solihull Youth Promise Plus delivery model. A series of open questions were posed regarding the groups experiences and opinions of previous and existing provision, designed to address youth unemployment in Birmingham and Solihull. Feedback about the delivery model was positive and the young people identified the following areas for consideration:</p> <p>Interventions must lead to results  The programme must create sustainable change  Young people desire recognition for all progress, including soft outcomes, such as improved confidence etc  Young people want consistent messaging and communication across agencies, particularly, with regards to the provision of information, advice and guidance  An assigned worker, present throughout the duration of the young persons journey, working on a one-to-one basis is deemed important  An appropriately qualified support worker/mentor is important, as is the concept of peer mentoring, whereby young people support and mentor other young people  The mentor must work at the young persons pace  Work trials were identified as the best way forward. Concerns were raised around the disclosure of convictions  The importance of the young persons wellbeing and health must be incorporated into the programme  Young people preferred the job title Intervention Mentor, as opposed to words such as worker or advisor, which they felt implied a hierarchical relationship  Pathways must be joined up. This ties in with the need for consistency across agencies</p>
<p>Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?</p>	<p>Yes</p>

<p>If so, how did you obtain these views?</p>	<p>A range of internal and external stakeholders have been involved in developing the project, including internal BCC Departments, including Housing Services, Youth Services, Careers Service, and other public and voluntary/community organisations, including Solihull MBC; The Princes Trust; University Hospital UHB (on behalf of Consortium members); The Best Network; BVSC; Centro; Police Commissioners Office; West Midlands Learning Provider Network; Birmingham &amp; Solihull FE Consortium; The Best Network; People Plus; Ahead Partnership (CSR City); St Basils; DWP Birmingham &amp; Solihull District Office. Initially consultation was via separate internal officer meetings and external stakeholder meetings due to the numbers of individuals involved. These group meetings took place over the project development phase between July to September 2015. As a part of the project development task and finish sub groups were established to shape the delivery model. This included the "Youth Voice" task group to obtain the views of young people.</p> <p>A Delivery Partner Group was established in December 2015 to further develop the implementation of the delivery model and inform future commissioning. This includes internal and external delivery partners: Birmingham Careers Service; Housing; Solihull MBC; UHB Consortium; Princes Trust; CENTRO. This group has met regularly from December to continue to shape the development and implementation of the project.</p> <p>Relevant elected members have been informed of project's development and progress.</p>
<p>Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?</p>	<p>No</p>

### 3.1.4 Age - Additional Work

<p>Do you need any more information to complete the assessment?</p>	<p>No</p>
<p>Please explain how individuals may be impacted.</p>	<p>The Employer focussed element of this project aims to increase employment opportunities available to young people, by promoting to employers the value of investing in young people and engaging them in the workplace</p>



Please explain how.	The policy will promote activities within the workplace and wider community. There will be a sharing of work/ knowledge and skills between different age groups and one to one mentoring.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

## 3.2 Disability

### 3.2.1 Disability - Differential Impact

Disability	Relevant
------------	----------

### 3.2.2 Disability - Impact

Describe how the Policy meets the needs of Individuals with a disability?	The project policy includes specifically targeted support for young people with significant barriers to employment, including those who experience Mental Ill Health and Learning Disabilities. These young people will be supported by specialist workers offering an holistic and tailored service to meet their needs. The employment strand of the project will seek to improve the employment opportunities available to these individuals.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	The main body of evidence is contained in the ESF Project bid, which sets out the thinking and rationale behind the policy and this is supported by reference to local, regional and national research from academic and other sources.
Have you received any other feedback about the Policy in meeting the needs of Individuals with a disability?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?	No

### 3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Policy?	No
If not, why not?	There are no plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes

<p>If so, how did you obtain these views?</p>	<p>As previously described, a range of internal and external stakeholders have been involved in developing the project, including internal BCC Departments and other public and voluntary/community organisations. Initially consultation was via separate internal officer meetings and external stakeholder meetings due to the numbers of individuals involved during the project development phase (July - Sept 2015). External Partner meetings included organisations that have significant experience of delivering employment support to young people with disadvantage in the labour market, including: The Princes Trust; University Hospital UHB (on behalf of Consortium members); The Best Network; BVSC; St Basils; DWP Birmingham &amp; Solihull District Office. As a part of the project development task and finish sub groups were established to shape the delivery model. This included the "Youth Voice" task group to obtain the views of young people.</p> <p>A Delivery Partner Group was established in December 2015 to further develop the implementation of the delivery model and inform future commissioning. This includes internal and external delivery partners, again including organisations experienced in delivering employment support to young people with mental ill health and learning difficulties, including: Birmingham Careers Service; BCC Supporting People contract providers - St Basils, Trident, Midland Heart and Ashram Housing Assocs; Solihull MBC; UHB Consortium; Princes Trust.</p>
<p>Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?</p>	<p>No</p>

### 3.2.4 Disability - Additional Work

<p>Do you need any more information to complete the assessment?</p>	<p>No</p>
<p>Please explain how individuals may be impacted.</p>	<p>The Employer focussed element of this project aims to increase employment opportunities available to young people suffering from Mental Ill Health or with a Learning Disability, by promoting to employers the value of investing in these young people and engaging them in the workplace</p>

Please explain how.	The policy will promote activities within the workplace and wider community, supporting the creation of a more diverse workforce and raising the visibility of young people with disabilities in the work place, thereby fostering good relations.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Policy will take account of disabilities even if it means treating Individuals with a disability more favourably?	No
Do you think that the Policy could assist Individuals with a disability to participate more?	Yes
Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability?	Yes

### **3.3 Concluding Statement on Full Assessment**

The proposed Youth Promise Plus project will specifically target employment support activity for up to 16,610 NEET or unemployed young people between the ages of 15 and 29. In addition the project will embed Intervention Workers in key service access points through which the project will, via appropriately qualified partners and contractors, engage with those most distanced from the labour market with a specific focus on Care leavers, those at risk of Homeless, those at risk of offending, Young people with mental Health support needs or Learning difficulties and Hidden NEETS.

The equality assessment has therefore identified that the project should have a positive impact on the following protected characteristics: Age and Disability, through providing additional specialist employment pathway support that is person-centred and flexible enough to include employment, education and training outcomes.

As Birmingham is the UK core city with the highest volume and claimant proportion of unemployed 18-24 year olds, this project seeks to redress this inequality by targeting at scale and intensity a client cohort which is demonstrably disproportionately excluded from the current labour market.

Young people who are not identified as potential beneficiaries of the project will not be impacted upon as they are likely to be engaged in work, education or training and will be able to access existing Council, voluntary and community provision.

The Equality Assessment has demonstrated that significant consultation has been undertaken with relevant internal and external stakeholders in the design and development of the project, including: Birmingham Youth Partnership Members; Birmingham City Council (Employment & Skills, Housing infrastructure, Birmingham Careers and Youth Services); Solihull MBC; The Princes Trust; University Hospital UHB; The Best Network; BVSC; Centro; Police Commissioners Office; West Midlands Learning Provider Network; Birmingham & Solihull FE Consortium; The Best Network; People Plus; Ahead Partnership (CSR City); DWP Birmingham & Solihull District Office; and St Basils who held a Youth Voice event to obtain the views of young people on the proposed delivery model.

Feedback has demonstrated that the model adopted is appropriately focused and represents a positive option in addressing inequalities for the proposed user group.

The project has ongoing equality monitoring arrangements as a requirement of its EU funding. This includes statistical equality monitoring and the production of a Gender Equality and Equal Opportunities Policy and Implementation Plan. A key strand of the project is the Learning and Practice Hub which will undertake ongoing consultation with stakeholders (including Young People, through the Youth Voice), evaluation and feedback to drive forward continuous improvement. Therefore equality monitoring be ongoing throughout the project and mitigating actions will be implemented to address any issues identified

## **4 Review Date**

01/07/16

## **5 Action Plan**

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