

## Appendix 6 Equality Impact Assessment EQUA607

**Reference No** EQUA607

**Title of proposed EIA** Youth Employment Response: Major Projects

**EA is in support of** Amended Function

**Responsible Officer(s)** Tara Verrell

**Accountable Officer(s)** Ilgun Yusuf

**Review Frequency** Two Years

**Date of first review** 01/12/2022

**Directorate** Education and Skills

**Division** Skills and Employability

**Service Area** Employment and Skills

**Summary and evidence of findings from your EIA** The findings of EIAs throughout the delivery of Youth Promise Plus iterations have been positive and the ESF funding conditions require strong data management and performance management, including for 2 sets of protected characteristics measures (BAME, SEX) plus lone parents. The project has always exceeded top level targets for BAME measures, however analysis shows us that at sub-category level for BAME measures there is difference in success measures which needs analysis and action, and support for female young people needs to be increased. This is being pursued through work with local community organisations such as the Norton Hall Dolphin Womens' centre. We will apply this learning and the improvement aims to the Kickstart and Freshstart programmes, which are in essence aimed at vulnerable young people who are at risk of unemployment or are unemployed.

**Protected characteristic: Age** Service Users / Stakeholders

**Protected characteristic: Disability** Service Users / Stakeholders

**Protected characteristic: Sex** Service Users / Stakeholders

**Protected characteristics: Gender Reassignment** Not Applicable

**Protected characteristics: Marriage and Civil Partnership** Not Applicable

**Protected characteristics: Pregnancy and Maternity** Not Applicable

**Protected characteristics: Race** Service Users / Stakeholders

**Protected characteristics: Religion or Beliefs** Not Applicable

**Protected characteristics: Sexual Orientation** Not Applicable

**Submit draft to Accountable Officer?** Yes

**EA Accountable officer notification** [Stage 1](#)

**EA Rejection notification** [Stage 1](#)

**EA Review frequency task** [Stage 4](#)

**EA Automated reference no generator** [Stage 1](#)

**Age details:** The Youth Promise Plus project extension (Phase 3) is proposed for the period January 2022 to December 2023. This will follow Phase 2 from July 2018 to December 2021 and will continue a collaborative partnership across BCC Directorates (and the Children's Trust), and Solihull MBC with specialist Delivery Partners such as The Prince's Trust, and University Hospital Birmingham, and specialist contractors, to support young people not in employment, education or training (NEETs) of 15 (post school age) to 29 years old, with person-centred support towards employment, education or training entry. In total this extension will support an additional 1382 new young people in addition to the around 14,939 currently in support (and over 500 in registration processes), and enable 2319 to be supported into employment, education and training. This is including support for young people who are more disadvantaged.

The project is targeted at NEET young people who are at risk of disadvantage, or are already disadvantaged, in being able to progress into employment, education or training. The project therefore has a positive impact for this age group.

The European funding used to support this activity does not allow for support outside this age group, however there are two other projects to support unemployed residents of 30+ (World of Work for the more work-ready and PURE for more intensive and specialist support such as for homelessness, mental health support, and learning difficulties and disabilities).

The Kickstart programme is targeted by the Government to 16 - 24 year olds as the working age group most impacted by the COVID pandemic. The city will align the support provided by YPP and the Birmingham Adult Education Service will provide pastoral support.

The Freshstart programme will provide additional support to children and young people aged 14 - 18 when they are at risk of being NEET or are NEET and not engaging in formal education or classroom based Alternative Provision . The project will provide additional mentoring, training and part time paid placements to provide an alternative work-focussed pathway.

**Disability details:** There are 14.1 million disabled people in the UK.

- 8% of children are disabled
  - 19% of working age adults are disabled
  - 44% of pension age adults are disabled
- Source: Family Resources Survey (2018 to 19)

The disabled unemployment rate in Birmingham (13.8%) is also well above the corresponding rate for the UK (6.9%). Source: Office for National Statistics Q2 2020.

The project supports NEET young people and funds/ works with services to refer them such as careers services, youth services, children in care, care leavers, youth offending team, and WM Police. We have found from our project statistics that some groups of NEET young people such as care leavers are more likely to self-identify as having a disability, with many identifying as having a learning difficulty or disability.

19% of young people on the YPP project self-declare as having a disability, which means we are reaching a proportionate level of the working age population. Whilst the target does not have a priority for supporting disabled young people, the funding conditions include the need to monitor this characteristic and the project will monitor this characteristic to ensure that the services provided are reaching and supporting disabled young people at least proportionate to the

general population, and with stronger success rates to support improvement in the poor employment rates of disabled people in the city.  
For Kickstart and Freshstart projects, the aims will be the same as for YPP to meet or exceed the population % of support for disabled young people.

**Gender details:** The Youth Promise Plus project is required to achieve 48% engagement of young women however the project has achieved 41% on average to date.  
To address this the project will continue to work with local community groups such as The Dolphin Women's centre in Ward End. This is particularly important as YPP project statistics and other data show that young women have been disproportionately impacted by the COVID 19 pandemic, although the full reasons for this are not yet understood.  
The Kickstart and Freshstart projects are in the same way open but care will need to be taken that access for women is supported to avoid continuation of this situation.  
Birmingham City Council is undertaking a review of support for young people with a focus on the characteristics of ethnicity (BAME), gender (women) and care leavers.  
All three projects will respond to the findings of this review to support improved performance in ensuring contribution to tackling this inequality.

**Race details:** The Youth Promise Plus project is monitored regarding success in engaging BAME young people, and has achieved 57% on average to date.  
However unfortunately results data shows that some BAME young people are less likely to leave the project with a positive outcome. This issue needs further analysis and an action plan to address this inequality.  
To address this the project will continue to work with local community groups such as The Dolphin Women's centre in Ward End. In addition we are working with YPP Partner University Hospital Birmingham to provide a team to support a local pathway to health sector employment in East Birmingham.  
This is particularly important as YPP project statistics and other data show that BAME young people have been disproportionately impacted by the COVID 19 pandemic, although the full reasons for this are not yet understood.  
The Kickstart and Freshstart projects are in the same way open but care will need to be taken that access and success rates for BAME young people supported to avoid continuation of this situation.  
Birmingham City Council is undertaking a review of support for young people with a focus on the characteristics of ethnicity (BAME), gender (women) and care leavers.  
All three projects will respond to the findings of this review to support improved performance in ensuring contribution to tackling this inequality.

**Quality Control Officer(s)** Hilary Mills

**Submit to the Quality Control Officer for reviewing?** No

**Quality Control Officer comments** Issued raised have been addressed.

**Decision by Quality Control Officer** Proceed for final approval

**EA Quality Control Officer email notification** [Stage 1](#)

**EA Quality Control Officer rejection notification** [Stage 1](#)

**EA Responsible Officer Notification:** [Stage 1](#) [Stage 1](#) Edited

**EA Final approval notification** [Stage 1](#)

**Please print and save a PDF copy for your records** Yes

**Purpose of proposal** To review the equalities impact of the Youth Promise Plus project and two more significant youth employment programmes

**Data sources** Survey(s); relevant reports/strategies; Statistical Database (please specify); relevant research; Other (please specify)

**Please include any other sources of data** Youth Promise Plus (YPP) data (held on BCC's Insight database)  
YPP survey October 2020  
Youth Futures Foundation and Prince's Trust Kickstart reporting and best practice policies  
YPP anecdotal feedback from participants and staff, and case studies to date and Evaluation of Phase 1 (2018)

**Please indicate any actions arising from completing this screening exercise.** Planned actions for further analysis and response to further review of pandemic impact will continue to feed into the development of the projects proposed to promote equality as part of the commitment to the 'Everyone's Battle, Everyone's Business' Cabinet report of September 2020.

**Please indicate whether a full impact assessment is recommended** NO

**What data has been collected to facilitate the assessment of this policy/proposal?** Youth Promise Plus (YPP) data (held on BCC's Insight database)  
YPP survey October 2020  
Youth Futures Foundation and Prince's Trust Kickstart reporting and best practice policies  
YPP anecdotal feedback from participants and staff, and case studies to date and Evaluation of Phase 1 (2018)

**Consultation analysis** The YPP survey is still being fully analysed but overall 84% of young people were satisfied or very satisfied with the service. The survey has statistical significance representing around 10% of participants for the timescales surveyed.

**Adverse impact on any people with protected characteristics.** NEET YPP participants aged 16 - 29 were surveyed. No adverse impacts were identified.

**Could the policy/proposal be modified to reduce or eliminate any adverse impact?** Not applicable

**How will the effect(s) of this policy/proposal on equality be monitored?** The characteristics of gender, BAME and also lone parents are monitored in a report to DWP the Managing Authority of the EU funds on a quarterly basis, and all relevant characteristics are reported to BCC Scrutiny Committee (Education, Skills and Culture) twice a year.  
We are co-working with Public Health to review covid impacts on young people, and aligning to the corporate review of services for young people in collaboration with Birmingham Children's Trust.

**What data is required in the future?**

The Youth Promise Plus base data collection is established, we aim to work further on analysis to identify and interpret trends in inequalities to enable response and focussing of solutions.

**Are there any adverse impacts on any particular group(s)** No

**Julie Bach**

**Person or Group**

**Socio-economic impacts**

The November Unemployment Update with figures for October 2020 includes the following key findings:

- Unadjusted claimant count unemployment across all ages in the city increased by 950 to 81,815 in October.  
Claimant count unemployment is now 33,255 higher than it was in February prior to the lockdown; an increase of 68% in claimant numbers. The highest since 1987.
- Birmingham's claimant unemployment rate across all ages stands at 15.3%; above both the West Midlands (9.1%) and the UK (7.7%) rates.
- Unadjusted unemployment decreased in 9 of the 10 core cities between September and October 2020.
- Claimant count unemployment increased in 45 of the city's 69 wards last month