

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham And Solihull Youth Promise Plus Project (Youth Employment Initiative)
Directorate	Economy
Service Area	Economy - Employment
Type	Amended Policy
EA Summary	Equality analysis of the proposed amendments to 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 MBC; Transport for West Midlands (formerly Centro) and the Police Commissioners Office) as lead applicant. The project specifically targets 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 embeds 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. The proposal is for an amended policy that reduces the core budget and deliverables for the project by 30 per cent.
Reference Number	EA002367
Task Group Manager	julie-ann.wright@birmingham.gov.uk
Task Group Member	
Date Approved	2017-10-09 00:00:00 +0100
Senior Officer	shilpi.akbar@birmingham.gov.uk
Quality Control Officer	janet.l.hinks@birmingham.gov.uk

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 Amended Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

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 & Training), by intensively supporting 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.

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.

The project will be delivered through three key strands:

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 workers 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.

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.

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 front line providers and staff.

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

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

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

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
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

This amended proposed policy relates to a previous full Equality Assessment (EA000677) which was completed on 29th January 2016 for the original project approval. The project remains specifically focused on supporting NEET and unemployed young people, a cohort for which the volume and claimant rate remains disproportionately high in Birmingham as compared with other UK Core Cities (Birmingham, Bristol, Leeds, Liverpool, Manchester, Newcastle, Nottingham and Sheffield). The project has and will continue to 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. The reduction in funding is not expected to have an adverse impact on these protected characteristics and Delivery to date has indicated that the reduction should not adversely proportionately impact on these cohorts, in fact delivery to date shows success in reaching these cohorts and BME groups, and the reduction in scope does not change this positive impact. Although core project value has reduced by 30 percent, the reduction is evenly distributed across the project and no single group with protected characteristics will adversely be impacted upon within the project.

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

GENDER: There should be no negative impact on individuals as the proposed revised Policy gives equal access to both genders; Gender data from the delivery of the programme (as of August 2017) indicates that males have been the main beneficiaries at 60 per cent compared to 40 per cent female. The programme would like to achieve to a more equitable gender balance. This data, however, compares favourably to DWP data for the 18-29 (unemployed) group which shows 37 per cent of claimants are female.

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. As of August 2017, 57 per cent of participants are from a Black or Minority Ethnic background compared to 47 per cent Census Data.

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 individual's religion or belief. There should be no negative impact on individuals. No data is available on the religion or faith of young people who will be eligible for the Youth Promise Plus Programme. All individuals accessing the project provision will continue to be treated fairly, irrespective of their religion or beliefs. They will not be asked to undertake any activity which goes against their beliefs, and allowances will be made to reflect religious holidays and practices. It is not anticipated, based on knowledge of policy and provision design, that the religion or belief of individuals will affect their eligibility or take-up as providers will continue to offer support tailored to individual circumstances;

SEXUAL ORIENTATION: All assessment planning and outcomes related to the implementation of the policy are 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;

PREGNANCY OR MATERNITY

No data is available to assess if proposed amended policy has an equality impact relating to pregnancy or maternity. Pregnancy or maternity will not affect young people's eligibility or take-up because the programme is holistic and will continue to offer support tailored to an individual's needs.

TRANSGENDER: All assessment planning and outcomes related to the implementation of the policy are 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 signposted to access work, training or education and other support needs.

Because this policy affects two groups with protected characteristics, namely AGE and DISABILITY a Full Analysis will be undertaken. This will detail ongoing consultation that has been undertaken, what supporting data is available and the issues raised.

3 Full Assessment

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

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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3.1.2 Age - Impact

Describe how the Policy meets the needs of Individuals of different ages?

The programme aims to support young people (15-29 years) who are either NEET (Not engaged in Employment, Education or Training) or unemployed and claiming Job Seekers Allowance or other work related benefits. The policy will continue to have a positive direct impact upon the young person and indirectly, people of all ages. Communities will benefit both economically and socially by helping to tackle NEET 'inactivity' and foster good relations by actively engaging with hidden NEETs. The project is currently being informed by the Birmingham Skills Investment Plan by seeking to raise the skills of Young People to secure jobs in growth sectors such as digital and engineering. 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 National averages.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

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 Birmingham City Council for internal and external staff and partners. 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). Since the original commission report levels of unemployment and NEETs in Birmingham have reduced. However, Birmingham still has the highest volume of young unemployed of all UK core cities and not known NEETs. In August 2017 Birmingham still has a comparatively high youth claimant unemployment rate. At 9.1% Birmingham's youth claimant unemployment rate is the highest of the core cities - significantly above the core city average of 5.8%. At 4.6%, Birmingham also has the highest youth claimant proportion amongst the core cities. Birmingham's youth claimant proportion is significantly higher than the core city average of 2.9%. (Birmingham Youth Unemployment Briefing, September 2017 - produced by Economic Research & Policy Economy Directorate, Birmingham City Council)

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Policy?	No
If not, why not?	Consultation not required at this time

Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?	Yes
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If so, how did you obtain these views?

Internally, the Cabinet Member for Jobs and Skills, Corporate Leadership Team, Corporate Director, Economy have been consulted about the amended policy.

The revised policy was presented to a Working Group of the Youth Promise Plus Project YPP Steering Group for endorsement on 21 June 2017. The Working Group agreed to the proposed project revisions and this decision has been formally conveyed to the full YPP Steering Group. The Project Steering Group comprises strategic partners (University Hospital Healthcare consortium, Princes Trust, Solihull MBC) strategic partners (FE, West Midlands Learning Provider's Network, Police and Crime Commission, Chamber of Commerce, DWP (Job Centre Plus)., prior to being submitted Subject to Cabinet agreement the revisions will be submitted to DWP for re-appraisal and approval through a formal Project Change Request as per the contractual requirements.

Is a further action plan required?	No
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3.1.4 Age - Additional Work

Do you need any more information or to do any more work 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?	No
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

Please explain how.

The Employer focused 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. 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.

3.2 Disability - Assessment Questions

3.2.1 Disability - Relevance

Disability	Relevant
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3.2.2 Disability - Impact

Describe how the Policy meets the needs of Individuals with a disability?

The revised 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. The revised project includes a partnership group focusing on support to individuals with a disability as the project is reaching large numbers of young people (19% as compared to 9% census data who are self-declaring Social, Emotional, Mental Health and Learning Difficulties/Disabilities barriers to employment and wish to increase targeted support and develop best practices across the partnership for a positive legacy of support

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

The main body of evidence is contained in the ESF Project bid submitted in December 2015, 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.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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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?	Consultation not required at this time
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes

If so, how did you obtain these views?

Internally, the Cabinet Member for Jobs and Skills, Corporate Leadership Team, Corporate Director, Economy have been consulted about the amended policy.

The revised policy was presented to a Working Group of the Youth Promise Plus Project YPP Steering Group for endorsement on 21 June 2017. The Working Group agreed to the proposed project revisions and this decision has been formally conveyed to the full YPP Steering Group.

The Project Steering Group comprises strategic partners (University Hospital Healthcare consortium, Princes Trust, Solihull MBC) strategic partners (FE, West Midlands Learning Provider's Network, Police and Crime Commission, Chamber of Commerce, DWP (Job Centre Plus)., prior to being submitted Subject to Cabinet agreement the revisions will be submitted to DWP for re-appraisal and approval through a formal Project Change Request as per the contractual requirements.

Is a further action plan required?	No
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3.2.4 Disability - Additional Work

Do you need any more information or to do any more work 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?	No
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?	Yes
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

Please explain how.

The Employer focused 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. 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.

3.3 Concluding Statement on Full Assessment

The proposed revised Youth Promise Plus project continues to specifically target employment support activity for unemployed young people between the ages of 15 and 29. In addition the project will continue to 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 continue to 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. Project data as of 23rd August 2017 reports that 19 per cent of participants registered to date have declared a disability. This compares with 9 per cent Census Data. 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 who agreed the Revised Policy will continue to deliver its core aims and no equality adverse impacts have been identified.

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. Evaluators have already been commissioned and an interim report underway which is the result of extensive consultation with stakeholders, staff and young people. Equality assessment monitoring is an on going project priority and mitigating actions will be implemented to address any issues identified.

4 Review Date

29/09/17

5 Action Plan

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