
Equality Impact Assessment – In-sourcing of Careers Education and Guidance

Profile of groups affected as customers and/or staff

- Age equality
- Disability equality
- Gender equality
- Race equality
- Religion/ beliefs
- Sexual orientation

Our customers – young people in Waltham Forest

The careers education service, currently delivered by Careers Management (Futures), offers all young people in the 13-19 age range, and up to 24 for young people with SEN and/ or disabilities, comprehensive, independent and impartial careers and education advice. This is a statutory service (under Section 114 of the Learning and Skills Act, 2000) defined as providing services that will encourage, enable or assist effective participation in education and training including maintenance of the Client Caseload Information System

A key part of the service is the provision of advice and guidance to young people in the 16-18 age group who are not in education, employment or training (NEET) and attempts to support young people into placements.

Under section 140 of the Learning and Skills Act, 2000, the service has a statutory duty to provide assessment and support transition for young people who have a learning difficulty or disability. Section 140 assessments and transition planning must be undertaken for all young people with SEN and/or disabilities.

Staff

We have recently written to CMF to confirm that it is our intention to in-source the service. TUPE negotiations are at an early stage, so we do not yet have comprehensive details of staff.

We will undertake an assessment of the entire workforce in the proposed integrated youth support service to get an equalities profile and to analyse whether the workforce reflects the demographic of our community.

Questions addressed

- What kind of equality impact may there be?
- How significant is it in terms of its nature and the number of people likely to be affected?
- Is the impact positive or negative – or is there potential for both?
- On what aspects of the equality duties will this impact be?
- Could the impact constitute unlawful discrimination?
- What further information is required to gauge the probability and extent of the impact?

Our customers – young people in Waltham Forest

The progression of young people with disabilities in Waltham Forest to further education, employment or training is a concern. As at July 2007, of the 345 young people in the 16-19 age range in Waltham Forest identified as having a disability, 237 are in education, employment or training, 44 or 12.8% are NEET, compared with 6.4% which is the borough average for all young people who are NEET.

In terms of race equality, White British young people account for 36.4% of NEETS compared with 24.4% of the total cohort. White and Black Caribbean young people are also over-represented.

Our APA 2007 provisional letter, identifies young people who are NEET or ‘not known’ at age 19 as an area for development. The strategic 14-19 partnership board has tasked Connexions North London to produce a report for its December meeting, with a focus on equality groups at age 19.

During the in-sourcing of services – as in any change process - there may be an impact on service delivery that affects equalities groups negatively. We will manage and mitigate this risk through rigorous performance management during the change process. We will also put processes in place to quality assure section 140 assessments.

The impact of the change could not constitute unlawful discrimination.

In the longer term, we believe the impact on equalities groups will be positive, as we align the service with our regeneration and 14-19 initiatives.

The Council has embarked on a major community cohesion programme, following the arrests in August 2006. It will be important that we put community cohesion at the heart of the design of all of our programmes. For every programme offered to young people, we will consider how it contributes to building bonding and bridging social capital – how it strengthens relationships within groups and between equality groups.

Staff

We will consider what aspects – if any- of the equality duties may be impacted by TUPE transfer. We may require further advice to gauge the probability and extent of any negative impact.

Action planning

- What action do we need to take to reduce negative impact?
- If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and how can we justify it?
- Can any further action be taken to promote equality of opportunity in relation to any of the equality strands?
- Do we need to undertake any further consultation or research?

Our customers – young people in Waltham Forest

We will ensure that:

- Rrigorous performance management processes are in place during the change process;
- Personal advisors support young people in an appropriate and sensitive way;
- Quality assurance of section 140 assessment for disabled young people are in place;
- Young people in all equalities groups are represented in consultation and participation structures as we design the service;
- We design programmes and activities that support equalities, inclusion and community cohesion; and
- Procurement of a client caseload information system enables us to monitor equalities data.

Staff

Following analysis of our workforce against the demographic of our community, we will ensure that our recruitment and retention policies positively address equalities issues.

Following further research and legal advice, we will address any equality duties that may be impacted by TUPE transfer.

Conclusion and next steps

Throughout the process of planning and implementing the proposed integrated youth support service, we will identify opportunities to promote equality of opportunity in the widest sense. We will continue to consider whether our policies and new organisational arrangements will – or could – impact negatively on any particular groups or communities – and we will ensure that these are avoided or minimised
