**EQUALITY IMPACT ASSESSMENT (EIA)**

### Warwickshire Careers Strategy 2018-2023

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| **Service/policy/strategy/practice/plan being assessed** | Warwickshire Careers Strategy |
| **Business Unit/Service Area** | Communities |
| **Is this a new or existing service/policy/strategy/practice/plan?** *If an existing service/policy/strategy/practice/plan please state date of last assessment* | New |
| **EIA Review team – list of members** | David Ayton-Hill - Strategy & Commissioning Manager (Economy & Skills) |
| **Do any other Business Units/Service Areas need to be included?** | No |
| **Date of assessment** | 6th June 2019 |
| **Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?***If* ***yes*** *please let your Assistant Director and the Customer Relations Team know as soon as possible* | **No** |

**Details of service/policy/strategy/practice/plan**

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| **Scoping and Defining** |
| 1. What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan?
 | **Objectives for the strategy:*** **All young people within our schools, colleges and universities have access to high quality, relevant, inspiring and locally focussed careers information, guidance and support and are able to make informed choices**
* **All our young people successfully transition from education and learning into sustainable employment**
* **Our most vulnerable learners are particularly supported with this transition, and achieve positive destinations appropriate to their needs**
* **Our businesses are able to access the skilled labour that they need to grow and compete**
* **Our residents are able to develop and acquire new skills throughout their lives to meet the rapidly changing labour market. This applies to those in work who wish to progress or switch roles, those seeking work and those who are or wish to be self-employed.**

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| 1. Who are the customers?
 | **Warwickshire residents of all ages 11+****Warwickshire businesses** |
| 1. How has equality been considered in the development or review so far?
 | **Equality is central to the strategy because it will support all residents and businesses** |
| 1. What is the reason for the change/development?
 | **The Council has not had an all-age Careers strategy before. The introduction by central government of a new national Careers strategy for schools and colleges****in December 2017 highlighted the need to provide support for other residents and to support our schools and colleges to meet the needs of the national strategy so young people throughout the county have equal access to support.** |
| 1. How does it fit with Warwickshire County Council’s wider objectives?
 | **The strategy will support achievement of the Council’s core purpose “ to make Warwickshire the best it can be” and, in particular these two outcomes:****1 Warwickshire’s communities and individuals are supported to be safe, healthy and independent****2 Warwickshire’s economy is vibrant and supported by the right jobs, training, skills and infrastructure****It also links to the Warwickshire Education Strategy by supporting achievement of Priority WE4 “Our challenge is to champion employability by promoting the best opportunities for all learners”.** |
| 1. Why might it be important to consider equality and the protected characteristics?
 | **To ensure the strategy supports all residents aged 11+ and all businesses.** |
| **Information Gathering** |
| 1. What sources of data have you used?

*You must keep a record of any data you have currently used as supporting evidence* | **Development of the strategy has been informed by a comprehensive range of data from national and local sources (many at borough/district level) including:****Employment rates; Job Seeker rates; Post 16 participation rates; Not in Employment, Education or Training (NEET) rates; Qualification levels of workforce; current and forecast Skills shortages and gaps; deprivation index; SEND pupils gaining employment; Care leavers gaining employment or staying in education; students at local universities gaining employment in Warwickshire; armed forces leavers gaining employment****The data has been analysed and discussed by the Employability & Skills Board comprising a comprehensive range of internal and external stakeholders and partners. Development of the strategy has been directed by those discussions and agreement reached at the Employability & Skills board meetings held in the period November 2018-May 2019.****Range of research work & policy papers regarding future skills, future occupations, impact of careers advice and employability activity on work prospects and income.** |
| 1. What does the data you have tell you about your customers and about protected equality groups?
 | **The priorities for the strategy and supporting action plan outline a range of activities to provide improved support for all residents and businesses including specific actions for these vulnerable groups; SEND pupils, Care leavers and young people who are not in employment, education or training (NEET) or at risk of being so.****Place of residence is a major issue as access to employment and Career opportunities varies across borough and districts****Business report a range of Skills shortages and gaps. There is a particular need for people in the workforce to develop higher level skills and for businesses to be able to recruit more people with higher level skills e.g. from local universities.****Issues around changing nature of work (including automation), shift to higher skill level occupations, and impact on lower skilled, manual or repetitive task-based occupations. Need for reskilling and upskilling in line with changing economy and increased use of technology.** |
| 1. What do you need to know more about?
 | **Whether there are residents or businesses who require more support than is proposed in the strategy being consulted on.**  |
| 1. How could you find this out and who could help you?
 | **The public consultation and supporting communications activity developed with the WCC Communications team** |
| **Engagement and Consultation** |
| 1. Who have you consulted with from protected equality groups?
 | **SEND****CARE LEAVERS FORUM****Young People not in Employment, Education or Training****WCC LEAD FOR VULNERABLE ADULTS** |
| 1. Who else could you consult with?
 | **Wider public across Warwickshire** |
| 1. Who can help you to do this?
 | **The public consultation and supporting communications activity has been developed with the WCC Communications team** |
| **Monitor and Evaluate** |
| (14) How will you monitor and evaluate the service/policy/strategy/practice/plan? | **The feedback from the public consultation will be synthesised and discussed by senior staff from the Communities directorate. Amendments to the strategy will then be discussed and agreed at the Employability & Skills Board chaired by WCC Strategic Director, Mark Ryder, which comprises a range of internal and external delivery teams and partners. The board will then monitor implementation of the strategy at its quarterly meetings. Amendments to the strategy will be made, as required.**  |

***Please note: Further information and advice about the corporate consultation process can be found*** [***here***](https://i.warwickshire.gov.uk/content/consultations-overview/consultations-overview)**.**

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| **(15) Analysis of impact and potential actions:** |
|  **Protected characteristics from the Equality Act 2010** | **What do you know?****Summary of data about/feedback from your service-users and/or staff** | **What does this mean?** | **What can you do?****All potential actions to:****● Eliminate discrimination/mitigate negative impact****● Advance equality of opportunity****● Foster good relations** |
| **Positive impacts identified (actual and potential)** | **Negative impacts identified (actual and potential)** |
| **Age** | **Participation in Employment Education and Training at 16 is high****Rate of 16-17 year olds who are not in Employment, Education or Training is low and reducing** | **The strategy includes a specific priority on providing targeted support to our most vulnerable groups.** **Specifically, it aims to improve information about and access to Careers support for all residents aged 11+****The strategy should lead to further improvements in support and reduced rates** |  **Potential for imbalance in support for different age groups** |  **Regular monitoring and review of the strategy and its implementation will include analysis of impact on full range of age groups** |
| **Disability** |  | **The strategy includes a specific priority on providing targeted support to our most vulnerable groups.** **The strategy states:** **There are huge opportunities to work pro-actively with our education providers, vulnerable learners and businesses to better identify and promote employment and career opportunities, and to put in place support packages that help all three parties to enable significant improvement in the proportion of vulnerable learners to enter into sustainable employment.**  |  | **Teams and partner organisations delivering support linked to the strategy will report regularly on engagement of this group and compare it with level prior to introduction of the strategy****The main new source of information about Careers support will be on the WCC website. The webpage will include a feedback mechanism which will enable users to say if their needs are met. Feedback from protected groups like this one will be analysed and compared with feedback from other groups to.** |
| **Sex** | **No issues have been identified to date** |  |  |  |
| **Race** | **No issues have been identified to date** |  |  |  |
| **Religion or belief** |  **No issues have been identified to date** |  |  |  |
| **Gender Reassignment** |  **No issues have been identified to date** |  |  |  |
| **Pregnancy and Maternity** |  **No issues have been identified to date** |  |  |  |
| **Sexual orientation** |  **No issues have been identified to date** |  |  |  |
| **Marriage and Civil Partnership****(Note: only in relation to due regard to eliminating unlawful discrimination)** |  **No issues have been identified to date** |  |  |  |

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| **(16) Outcomes of Equality Impact Assessment** |
| **Action** | **Timescale** | **Responsibility** |
|  **Complete public consultation including meetings with vulnerable residents**  |  **Mid September 2019** | **David Ayton-Hill****Glenn Robinson** |
|  **Analyse feedback from public consultation and amend strategy to include any new priorities or actions needed e.g. for vulnerable or other specific groups of residents** |  **End September** | **David Ayton-Hill****Glenn Robinson****(with advice and input from Employability & Skills Board meeting in September)** |
|  **Monitor implementation of strategy** |  **September - June 2019** | **David Ayton-Hill****Glenn Robinson****(with advice and input from Employability & Skills Board meeting in September)** |
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| **Date of Next Review** | **Once the consultation responses have been reviewed** |

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| **Name and signature of Officer completing the EIA** |  |
| **Name and signature of Assistant Director** | **H:\ExecutiveTeam\Stuart Jackson\Letters\Signature Capture.PNG** |
| **Name and signature of Directorate Equalities Champion** | **Barnaby Briggs (via email)** |

***If you would like any equalities support or advice on this completed document, please contact the Equalities Team on 01926 412370 or*** ***equalities@warwickshire.gov.uk***

***NEXT STEPS ONCE COMPLETED:***

1. ***Go to File – Rename, and enter a new document name (e.g. Title of the EIA followed by - EIA)***

 ***2. Go to Share (top right hand corner) Add Assistant Director and the Directorate Equalities Champion with ‘can edit’ option to gain their signatures and for recording purposes***

***3. Once signed off, ensure the completed EIA is saved in a secure place***