

Sheffield City Council Equality Impact Assessment



[Guidance for completing this form is available on the intranet](#)

Help is also available by selecting the grey area and pressing the F1 key

Name of policy/project/decision: Youth Engagement Fund - Futureshapers Project

Status of policy/project/decision: New

Name of person(s) writing EIA: Sam Martin

Date: March 2015

Service: LLSC

Portfolio: Children, Young People and Families

What are the brief aims of the policy/project/decision? It is proposed that Sheffield City Council (SCC) adopts the role of local commissioner for the *Futureshapers* project which will use a social impact bond funding model to deliver support and guidance to 1375 young people age 14-19 to help them progress from school into secure training, education and employment.

The DWP provides 75% funding for such projects, however, a local contributor is required to make a 25% commitment to a fund available for results-based outcome payments for the programme. Locally SCC is well placed for this role due to already commissioning Sheffield Futures to undertake targeted youth support. In addition, it will help the local authority to achieve its statutory duty to reduce NEETs, and it contributes to its corporate objective of better preparing young people for adult life and work.

In addition, this allows the piloting of a new funding methodology through which it is seeking to develop a sustainable solution for targeted youth work at a time of continuing budget reductions.

Are there any potential Council staffing implications, include workforce diversity? No

Under the [Public Sector Equality Duty](#), we have to pay due regard to: “Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.” [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Positive	Medium	<p>There will be an age specific positive impact for the 14-19 year age range.</p> <p>The three year Futureshapers Programme will target 1800 14-19 year olds with the aim of fully engaging 1375 of these young people in post-16 education, employment or training.</p> <p>The cohort will be drawn from teenagers who have</p>

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
			<p>exhibited at least one of the following risk factors:</p> <ul style="list-style-type: none"> • poor school or college attendance • exclusion from school or college • low levels of attainment or progress at key stages 3 and 4 • known to the youth justice system • association with one or more vulnerable or disadvantaged groups that are over-represented among those young people who are NEET, including those with Special Education Needs or Disabilities, those in care or who are care experienced, teen parents and teenagers from some Black and minority ethnic communities. <p>These target groups are known to face significant barriers to post-16 progression that can only be overcome with dedicated support and a range of high quality interventions which will have a positive impact for this age group across the range of protected characteristics as well as deliver longer term benefits to the young people going through the programme..</p>
Disability	Neutral	-Select-	
Pregnancy/maternity	Neutral	-Select-	
Race	Neutral	-Select-	
Religion/belief	Neutral	-Select-	
Sex	Neutral	-Select-	
Sexual orientation	Neutral	-Select-	
Transgender	Neutral	-Select-	
Carers	Neutral	-Select-	
Voluntary, community & faith sector	Positive	-Select-	By providing match funding for the successful bid, the council will be enabling the drawing down of new external funding to support activity by a VCF organisation. The programme will also support a network of smaller providers of young people's services.
Financial inclusion, poverty, social justice:	Positive	-Select-	By delivering positive training, education and employment outcomes young people on the programme will build resilience to poor financial

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
			outcomes.
Cohesion:	Neutral	-Select-	
Other/additional:	-Select-	-Select-	

Overall summary of possible impact (to be used on EMT, cabinet reports etc): The programme will deliver positive impacts for young people, specifically related to financial inclusion and poverty, and employment prospects.

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

Review date: March 2016 **Q Tier Ref**

Reference number:

Entered on Qtier: -Select-

Action plan needed: No

Approved (Lead Manager):

Date:

Approved (EIA Lead person for Portfolio):

Date:

Does the proposal/ decision impact on or relate to specialist provision: no

Risk rating: Low

Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
-Select-		

Approved (Lead Manager): **Date:**

Approved (EIA Lead Officer for Portfolio): **Date:**