

# 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:** Sheffield City Region - City Deal

**Status of policy/project/decision:** New

**Name of person(s) writing EIA:** Eve Waite

**Date:** 11-10-12

**Service:** Lifelong Learning Skills and Communities

**Portfolio:** Children, Young People and Families

## **What are the brief aims of the policy/project/decision?**

Sheffield City Region (SCR) is offering to deliver additional 4,253 apprentices and secure employers' financial investment in upskilling 2,000 employees by 2015-16 to meet the challenges set out in Unlocking Growth in Cities. Sheffield City Council has committed £6.4 million, to address a range of supply side challenges associated with youth unemployment and the engagement of SMEs and adult learners.

This investment seeks to fill gaps in mainstream provision and provide:

- Pre Apprenticeship Programme – preparation for the world of work for young people furthest from the labour market providing employability skills, work experience and preparation for apprenticeships in advance of the employer's selection process.
- Employability Programme – A skills pathway for adult, NEETS and the most vulnerable that prepares them to access, mainly, entry level jobs but not, in the first instance, apprenticeships.

- Wage Incentives for apprentices and graduates.

Sheffield 100 Apprenticeship Programme –meeting half of the salary costs (to the value of £52.00 per week) where employers need additional incentives to employ individuals facing particular barriers to work e.g. ex-offenders, those who have previously had chaotic lifestyles.

Graduate Incentive payments – 12-16 weeks salary costs (national minimum wage) paid to business recruiting a graduate registered as unemployed for up to 9 months.

- Public Sector Planning and Procurement Leverage- Dedicated resource to negotiate apprenticeships, work experience, and up skilling of existing workforce through planning and procurement activities – 750 apprenticeships guaranteed to date through City Council contractors and their supply chains.

Additional investment from the other seven Local Authorities that make up SCR will support the range of activities described above where appropriate for their locality. The SCR LEP will have an important role because of its size, its position to drive economic regeneration, and as a consequence combat disadvantage and reduce inequality through providing the apprenticeship opportunities. The SCR LEP has the responsibility to ensure that the wider community are aware of these opportunities and that they are accessible to all people from the protected characteristic groups.

## **Are there any potential Council staffing implications, include workforce diversity?**

None perceived

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.)																											
<b>Age</b>	Positive	Medium	<p>The emerging skills gap at technician level is accentuated by the demographic pressure of replacement demand that will place a premium on the recruitment or training of skilled workers at Level 3 and above as an ageing workforce retires. This will affect most sectors but manufacturing in particular: Yorkshire Forward identified manufacturing as that sector in the SCR with the highest proportion of its workforce (one third) over the age of 55 but with the lowest number of recruits (9%) under the age of 25.</p> <p>Without a significant acceleration in the upskilling of the SCR workforce and the development of pathways to apprenticeships it is hard to see how the city-region can meet the surge in the employer demand for Level 3.</p> <p>Percentage share of apprenticeships across SCR is:</p> <table border="1" data-bbox="762 857 1398 992"> <thead> <tr> <th>Age Band</th> <th>2007/08</th> <th>2008/9</th> <th>2009/10</th> <th>2010/11</th> </tr> </thead> <tbody> <tr> <td>16-18</td> <td>50.7%</td> <td>47.2%</td> <td>47.5%</td> <td>29.8%</td> </tr> <tr> <td>19+</td> <td>49.3%</td> <td>52.9%</td> <td>52.7%</td> <td>70.3%</td> </tr> </tbody> </table> <p>The City Deal will work to redress the balance between the age band proportions by 2016. This will be achieved by applying a 6.5% uplift year on year within the 16-18 age band as follows:</p> <table border="1" data-bbox="762 1317 1283 1451"> <thead> <tr> <th>Age Band</th> <th>2013/14</th> <th>2014/15</th> <th>2015/16</th> </tr> </thead> <tbody> <tr> <td>16-18</td> <td>36.3%</td> <td>42.8%</td> <td>49.3%</td> </tr> <tr> <td>19+</td> <td>63.7%</td> <td>57.2%</td> <td>50.7%</td> </tr> </tbody> </table> <p>As part of the Youth Contract, subsidies for small businesses taking an apprentice aged 16-24 have been made available. The Apprenticeship and Skills Hub will place 4,253 NEETs in sustainable employment by March 2016.</p>	Age Band	2007/08	2008/9	2009/10	2010/11	16-18	50.7%	47.2%	47.5%	29.8%	19+	49.3%	52.9%	52.7%	70.3%	Age Band	2013/14	2014/15	2015/16	16-18	36.3%	42.8%	49.3%	19+	63.7%	57.2%	50.7%
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<b>Disability</b>	Positive	Medium	<p>None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer, we know that individuals have:</p> <ul style="list-style-type: none"> <li>• low levels of confidence and self-esteem</li> </ul>																											

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
			<ul style="list-style-type: none"> <li>• physical and mental health problems</li> <li>• a lack of work history</li> <li>• fear of a reduction in income following the move from benefits and a loss of existing benefit status if employment isn't sustained</li> <li>• caring responsibilities</li> <li>• inflexible working patterns and HR practises adopted by employers</li> </ul> <p>Promoting equality and diversity in our own SCR LEP workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.</p>
<b>Pregnancy/maternity</b>	Neutral	Low	<p>None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer</p>
<b>Race</b>	Positive	Medium	<p>None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer, we know that individuals have:</p> <ul style="list-style-type: none"> <li>• low levels of confidence and self-esteem</li> <li>• the low skills base among the target groups</li> <li>• a poor fit between existing skills and those required by the emerging labour market</li> <li>• a fear of re-engagement with the labour market or failure to see existing employment and skills programmes as relevant or effective.</li> </ul> <p>Promoting equality and diversity in our own SCR LEP workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and</p>

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			talents and improved employment rates among currently under-represented groups.
<b>Religion/belief</b>	Neutral	Low	None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer
<b>Sex</b>	Neutral	Low	None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer
<b>Sexual orientation</b>	Neutral	Low	None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer
<b>Transgender</b>	Neutral	Low	None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer
<b>Carers</b>	Neutral	Low	None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer, we know that individuals have: <ul style="list-style-type: none"> <li>• low levels of confidence and self-esteem</li> <li>• physical and mental health problems</li> <li>• a lack of work history</li> <li>• fear of a reduction in income following the move from benefits and a loss of existing benefit status if employment isn't sustained</li> <li>• caring responsibilities</li> <li>• inflexible working patterns and HR practises adopted</li> </ul>

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>by employers</p> <p>Promoting equality and diversity in our own SCR LEP workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.</p>
<b>Voluntary, community &amp; faith sector</b>	Positive	Medium	<p>Promoting equality and diversity in our own SCR LEP workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.</p>
<b>Financial inclusion, poverty, social justice:</b>	Positive	Medium	<p>None of the protected characteristic target groups are homogenous and therefore interventions will be based upon in-depth, initial diagnostic assessment that allows for a 'whole person' approach to the needs of the individual and the employer, we know that individuals have:</p> <ul style="list-style-type: none"> <li>• low levels of confidence and self-esteem</li> <li>• a lack of work history</li> <li>• the stigma of a criminal record</li> <li>• fear of a reduction in income following the move from benefits and a loss of existing benefit status if employment isn't sustained</li> <li>• a history of substance misuse</li> <li>• a legacy of debt</li> <li>• the low skills base among the target groups</li> <li>• a poor fit between existing skills and those required by the emerging labour market</li> <li>• inflexible working patterns and HR practises adopted by employers</li> <li>• a fear of re-engagement with the labour market or failure to see existing employment and skills programmes as relevant or effective.</li> </ul> <p>Promoting equality and diversity in our own SCR LEP</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.)
			workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.
<b>Cohesion:</b>	Positive	Medium	Promoting equality and diversity in our own SCR LEP workforce and encouraging our partners and suppliers to do the same, helps to ensure that both the public and private sector benefit from a diversity of skills and talents and improved employment rates among currently under-represented groups.
<b>Other/additional:</b>	-Select-	-Select-	

**Overall summary of possible impact (to be used on EMT, cabinet reports etc):** The success of the recent Sheffield 100 Apprenticeship programme represented the SCC's contribution to the overall goal of increasing the numbers of apprentices across Sheffield, and identifying additional apprenticeship places. Through the programme, uptake for the protected characteristics of BME, disability and learning difficulty, was seen to match and also exceed the percentage for the total number of applicants.

The SCR Apprenticeship model brokerage process will replicate this successful activity across the city region and ensure that each individual undertakes a Matrix accredited Information, Advice and Guidance (IAG) session. This will determine their suitability for the position and follows best practice to ensure that each person possess the qualities and ability to fulfil the position requirements regardless of their needs or background and are not 'set up to fail'. The Apprenticeship and Skills Hub will up skill 2,000 employees by March 2016

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:** 11-10-12      **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

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

**Approved (Lead Manager):**

**Date:**

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

**Date:**

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