

Community Equality Impact Assessment

The Equality Act 2010 states that public bodies must have “due regard” to a variety of Equalities objectives (Equality Act 2010, Section 149) and consequently, Equality Analysis must be carried out to demonstrate that decision-makers are fully aware of the impact that changes may have on stakeholders.

The concept of ‘due regard’ was reinforced in 2012 during the review of the Public Sector Equality Duty (PSED) which “requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities”

‘Due regard’ is dependent on the relevance and potential impact of the decision being considered. The greater the relevance and impact, the higher the regard due.

As an authority, we have made a commitment to apply a systematic screening process to new policy, strategy, functions or service development including reviews or changes to existing policy, strategy, functions or services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with [full guidance](#), to support officers in meeting our duties under the:

- Equality Act 2010
- Public Sector Equality Duty
- The Best Value Guidance
- The Public Service (Social Value) 2012 Act

In addition, the guidance supports officers to consider our commitments set out in the [Thurrock Joint Compact](#) with the voluntary sector.

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

About the service and reason for the development or review process

Name of service	Children's Services – New Operating Model Education & Skills
Lead Officer	Michele Lucas
Contact Details	mlucas@thurrock.gov.uk

Why is this policy, strategy, function or service development/review needed?
<p>Given the current financial challenges of the organisation a further review of the work of education and skills has been undertaken linked also to the Backing Thurrock Skills Recovery Plan. This review will involve a realignment of some of the current services within Inspire to other parts of the organisation. It will also include the removal of part of our current youth offer. This review ensures that we are only delivering our statutory duties as outlined in the Section 114 that the LA has recently issued. We have a number of NEET reduction programmes that are externally funded - these will continue to support our most vulnerable young people to engage in education employment and training. With further opportunities through the shared prosperity funding we will continue to identify ways to support vulnerable young people and adults into employment pathways.</p>

1. Community impact (this can also be used to assess impact on staff although a cumulative impact should be considered)

<p>1.1 What impacts will this policy, strategy, function or service development/review have on communities and workforce? Look at what you know? What does your research tell you?</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> • National and local data sets – please see guidance • Complaints • Consultation and service monitoring information • Voluntary and community organisations • The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups. 					
	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	X			The realignment of employability and skills with economic	The bringing together of skills and economic development will

			x	<p>development will provide opportunities for local residents around skills development. With the exciting regeneration opportunities available locally ensuring both adults and young people have skills that enable them to take advantage of job opportunities in Thurrock.</p> <p>The removal of aspects of the youth offer will potentially mean more young people become NEET</p>	<p>afford further opportunities for both young people and adults linked to the economic development and the wider regeneration offer.</p> <p>Thurrock will continue to seek funding opportunities to provide programmes to support young people. We also have good relationships with a number of external training providers - this will provide further opportunities.</p>
	x		x	<p>We have ensured that the voice of young people remains a key priority as a result we will have one post that will work with your youth cabinet as well as gathering the wider view of young people across the LA.</p>	<p>Duke of Edinburgh is a well embedded programme across the schools sector. We have been working closely with both schools and the regional team for Duke of Edinburgh and have developed a model to ensure this programme is retained across schools - support will be provided by the regional Duke of Edinburgh team.</p>
Age	x			This new operating model will support	This work will be monitored by both

			<p>both young people and adults to obtain the skills to access local employment opportunities which is a key strategic driver of the skills recovery plan for Thurrock.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	<p>the Brighter Futures Partnership Board and Backing Thurrock Partnership Board.</p>
Disability	x		<p>Delivery of the service will support residents regardless of protected characteristic. It will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>A key strategic driver for the Backing Thurrock Skills Strategy and the Brighter Futures Strategy is around ensuring that young people and adults who have disabilities can be supported to gain employment.</p> <p>All training providers have strong inclusion policies which are reviewed by</p>	

				Ofsted.	
Gender reassignment		x		<p>Delivery of the service will support residents regardless of protected characteristic. It will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	
Marriage and civil partnership		x		<p>Delivery of the service will support residents regardless of protected characteristic. It will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	N/A
Pregnancy and maternity		x		<p>Delivery of the service will support residents regardless of protected characteristics. It will be mindful of</p>	We work with early years providers to support young parents and take up of our 2 and 3 and 4 year old offer has remained

			<p>the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	<p>above the regional and national average.</p>
Race (including Gypsies, Roma and Travellers)		x	<p>Delivery of the service will support residents regardless of protected characteristics. It will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	<p>All Training Providers will be required to have an equality and diversity policy as well. Thurrock has a well established ESOL range of programmes and we will continue to support minority groups to access employment opportunities locally.</p>
Religion or belief		x	<p>Delivery of the service will support all residents and will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are</p>	

				reviewed by Ofsted.	
Sex		x		<p>Delivery of the service will support all residents and will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	
Sexual orientation		x		<p>Delivery of the service will support all residents and will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.</p> <p>All training providers have strong inclusion policies which are reviewed by Ofsted.</p>	
<p>Any community issues identified for this location?</p> <p><i>See above link to ward profiles.</i></p> <p>If the project is based in a specific location please state where, or whether Borough wide. Please include any detail of relevance – for example, is it an area with high unemployment, or public transport</p>	x			<p>This new operating model covers all our communities and is focussed on the opportunity to link businesses and residents to identify skills for employment opportunities linked to our Backing Thurrock</p>	<p>All work within the Brighter Futures Strategy are focussed on outcomes for children and young people.</p> <p>Backing Thurrock Skills Implementation plan focuses on</p>

limited?				Skills Recovery Plan. Targeted work will be undertaken with residents who have identified vulnerabilities including disability or young people in the criminal justice system.	outcomes for young people and adults. It has a clear strategic driver around working with vulnerable residents to ensure they benefit from the regeneration agenda locally.
Workforce		x		The current workforce are trained to deliver high quality careers advice to both young people and adults.	We appoint a number of apprentices into the team to ensure that we are growing our workforce and supporting both young people and adults with apprenticeship roles.

2. Consultation, data and intelligence

<p>2.1 Please highlight the steps you have taken, or plan to take, to consult the whole community or specific groups affected by the policy, strategy, function or service development/review e.g. on-line consultation, focus groups, consultation with representative groups? For further guidance please contact: consultations@thurrock.gov.uk</p> <p><i>This is a vital step</i></p> <p>The new operating model has been developed with a wide range of stakeholders including senior manager and external partners. One of the key clear messages from employees has been the complicated landscape our aim with this new model is to simplify this and enable both young people and adults to develop the skills to access both further educational opportunities and employment.</p> <p>The community should see an enhanced offer from a skills perspective – the removal of some of the youth offer has been mitigated by working closely with a range of external partners to ensure that we can still support young people across the LA</p> <p>We will continue to develop materials that support higher level apprenticeships in partnership with South Essex College and other major providers and actively support and promote the Institute of Technology and ASELA technical university offers, when on stream.</p>

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This is a vital step

We will increase aspirations of young people and adults, promoting the full range of existing and planned provision, including TACC, SEC, Institute of Technology, ASELA Technical University and Higher Education. Careers advice, workshops, group sessions in schools and communities are also aimed at raising everyone's awareness of the significant regeneration opportunities in Thurrock.

2.2 Please also provide details on the sources of data or intelligence you have used to inform your assessment of impact and how they have helped you to understand those that will be affected by the policy, strategy, function or service development/review outlined?

An outcome framework which will monitor a key set of indicators for example number of young people 16-18 who are not in education employment or training is being developed which will use all available data to look at the skills development of both young people and adults. This will then be presented to the Backing Thurrock implementation group for scrutiny and support where required.

We will use data for 2023 which will offer a baseline for our outcomes framework going forward. Our work with 16-18 year olds is monitored regularly and we have strong data sets that outline our excellent work around ensuring young people are engaging in education employment or training. Our currently NEET figure is 2% and we have 0% unknown figures which means we are very confident in the data that we are presenting. The data only tells some of the story so to support this we have a portfolio of case studies which really describes the journey of the young person and looks at how they have progressed and gained the skills to enter the world of work.

3. Monitoring and Review

3.1 How will you review community and equality impact once the policy, strategy, function or service has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
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<p>3.1 How will you review community and equality impact once the policy, strategy, function or service has been implemented? <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
<p>This new operating model will be monitored by both the Brighter Futures Board and the Backing Thurrock Partnership.</p>	<p>November 2023</p>	<p>Michele Lucas</p>
<p>Review any additional feedback from engagement and update this CEIA accordingly</p>	<p>January 2024</p>	<p>Michele Lucas</p>

4. Next steps

It is important to ensure that the information gathered is used to inform any council reports that are presented to Cabinet or Overview and Scrutiny committees. This will allow members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template and the Equality and Diversity Implications section for sign off by the Community Development and Equalities team at the consultation stage of the report cycle.

<p>Implications/ Customer Impact</p>
<p>Whilst this new operating model has been developed as a result of the current position financially of the council it has afford a real opportunity to bring together employability and skills and economic development. Many Local Authorities have this model in place and have developed strong frameworks for the support of residents locally.</p> <p>We believe employees will welcome this new model of delivery as it will bring together in one directorate all our work around skills and local employment opportunities.</p> <p>The removal of some of our current youth offer has been mitigated via our strong relationships with training providers and national infrastructure groups. We will continue to monitor this work through our partnership arrangements at a local level.</p>

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Head of Service who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role – for example, project sponsor, head of service)	Date
Michele Lucas	Assistant Director	November 2023