



ROCHDALE
METROPOLITAN BOROUGH
COUNCIL

EQUALITY/COMMUNITY IMPACT ASSESSMENT

1. What is the name of the savings proposal and its current status?

SFL103: Information, Advice and Guidance

2. Which Service is responsible for this proposal?

Support for Learning Service

3. Does this proposal impact on other services or other service savings proposals and if so, have you discussed this proposal with the Service Directors from those other services?

This proposal will not impact on other service savings proposals.

4. Please state the name of the officer leading the EIA

5. Who has been involved in undertaking this assessment e.g. list the stakeholder groups which have been involved?

Consultation has taken place over a period of 12 months with a range of stakeholders:

- Skills Lead Group members
- Greater Manchester LA Colleagues
- Rochdale Secondary Schools
- Local GFE College and Sixth Form College
- 3rd sector providers
- support agencies

to ensure statutory duties continue to be met and Rochdale Borough's priority of reducing NEET continues to be maintained.

A Task and Finish group was established (from above partners) to review in detail how Rochdale Borough can continue to maintain our partnership approach to reducing NEET whilst recognising that statutory duties in Careers Education, Information, Advice and Guidance (CEIAG) have changing (from September 2012).

The Task and Finish group have helped to develop the new specification for a targeted service and have also ensured that schools recognise and deliver against their new statutory duties.

6. What is the scope of this assessment?

- -what is included in this assessment
- -does this proposal link to any other proposals (i.e. previous or current). If so, please state

The assessment has been based on statutory changes detailed within the Education Act 2011 for Local Authorities and Schools in relation to CEIAG and analysis of local need and priorities which has informed the development of a new specification which will go out to tender from September 2012 to commence 1st April 2013.

There is no specific link to other proposals.

**7 a).What does the function currently do?
b).Describe the needs which this service meets?**

Rochdale Borough Council currently commission to delivery the provision of Careers, Information Advice and Guidance (CIAG) from 1st September 2012 until 31st March 2013 in the Borough of Rochdale.

As a result of the statutory duties of local authorities and secondary schools, the service delivery will focus on providing a targeted service for vulnerable young people only. Rochdale Borough Council, via consultation with partners has defined the vulnerable groups. This is where demand is highest across the borough and will include the following groups:

- Looked after Children (LAC)
- Care Leavers
- Learners with a Learning Disability or Difficulty (LDD)
- Young Offenders
- Teenage Parents
- NEET (Post 16)

The commissioned service will also ensure the tracking and monitoring of young people's participation is maintained, maintain a Connexions office (Rochdale) with provision/access in other townships (Middleton & Heywood) and ensure specialist personal advisors are deployed to work with and support the most vulnerable young people into education, employment and/or training (EET).

8. What changes do you propose to make?

The proposal sets out new ways of working to deliver a targeted service across Rochdale Borough which will ensure we meet statutory duties and continue to work with our most vulnerable young people, adults and their families. The aim of a support and outreach service will identify and intervene early and offer ongoing appropriate specialist support and guidance, which will enable young people to make informed, realistic decisions for effective transition into Education, Employment and/or Training (EET).

9. Who are the key stakeholders who may be affected by the changes proposed?

- Young people not classed as vulnerable
- Parents/Carers
- Secondary Schools
- GFE College and Sixth Form College
- Work Based Learning providers
- 3rd Sector partner agencies

10. What impact will this proposal have on all the protected groups

Race Equality

All young people from an ethnic minority background identified as vulnerable (refer to question 7 above) will be in scope of the proposal.

The proposal will impact on those not classed as vulnerable.
Disabled People
The proposals do not impact negatively on this group.
Carers
The proposals do not impact negatively on this group.
Gender
All young people, regardless of gender identified as vulnerable (refer to question 7 above) will be in scope of the proposal. The proposal will impact on those not classed as vulnerable.
Older and Younger People
In line with statutory duties, the proposal is to commission a service for vulnerable young people from year 10 up to a young persons 19 th Birthday and up to age 25 for those young people with LDD to prepare them for adulthood.
People who are Socio-Economically Disadvantaged
All young people identified as vulnerable (refer to question 7 above) will be in scope of the proposal. The proposal will impact on those not classed as vulnerable.
Religion or Belief
The proposals do not negatively impact on this protected group.
Sexual Orientation
The proposals do not negatively impact on this protected group.
Gender Reassignment
The proposals do not negatively impact on this protected group.
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
All young people identified in this protected group (as highlighted in question 7) will be in scope of the proposals.
Marriage or Civil Partnership
The proposals do not negatively impact on this protected group

11. What are the main conclusions arising from this analysis?

The assessment has ensured that the Local Authority is meeting statutory obligations for young people across the borough.

The Skills Team will continue to work with the commissioned provider and all appropriate partners to ensure we have a support and guidance service and appropriate provision across the borough to enable our most vulnerable young people to participate in education, employment and/or learning.

12. What measures do you propose to put in place to mitigate any adverse impacts?

Possible Adverse Impact	Mitigation Measure
Increase in youth unemployment figures	Agree targets for reducing % of young people who are NEET
Increase in youth unemployment figures	Agree targets to increase the % of vulnerable groups into participating in EET
	Quarterly contractual meetings with commissioned provider against service delivery outputs
	Regular operational meetings

What evidence do you have which demonstrates that these measures will be effective?

- Partnership arrangements and communications to alleviate emerging issues
- Flexible approach to delivery to meet young people's needs and priorities
- Willingness of the commissioned provider to co-locate in various township premises to able the most vulnerable to access support

13. Please attach a copy of your consultation action plan.

Please briefly outline below who has been consulted and which consultation methods were used.

Consultation commenced in January 2012 with the following groups:

- Skills Lead Group consultation
- Established a Task and Finish group with key partners (met twice)
- GM Local Authorities research/discussions
- Reviewing of and discussion in relation to outcomes of the Education Act 2011 in relation to Careers Guidance
- Analysis of statistical data sourced internally and via our current commissioned provider
- Exploration of bringing the service (or elements of the service) into Rochdale Borough Council.

Additional consultation will take place with young people and the wider community via the council web site.

14. Please complete the mitigation action plan below.

Mitigation Action Plan

Mitigation Measure	Action	Responsible Officer	End Date	Status
Targets for reducing % of young people who are NEET	Liaise with key delivery agencies and refer young people to provision. Monitor participation and progression		Agree as the new tender is commissioned	
Targets to increase the % of vulnerable groups into participating in EET	Liaise with key delivery agencies and refer young people to provision. Monitor participation and progression		Agree as the new tender is commissioned	
Ensure service delivery outputs are being achieved	Quarterly contractual meetings with commissioned provider Regular operational meetings		Agree as the new tender is commissioned	

15. Equality impact analysis sign off by the Director of Service, and an Executive Leadership Team (ELT) Representative

Name	Position	Date
		3 rd September 2012