



## EQUALITY/COMMUNITY IMPACT ASSESSMENT

<p><b>1.What is the name of the savings proposal and its current status?</b></p>
<p>SFL104: Review Skills Budget for Foundation Learning</p>
<p><b>2. Which Service is responsible for this proposal?</b></p>
<p>Support for Learning Service</p>
<p><b>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?</b></p>
<p>This proposal will not impact on savings proposals from other services.</p>
<p><b>4.Please state the name of the officer leading the EIA</b></p>
<p> </p>
<p><b>5. Who has been involved in undertaking this assessment e.g. list the stakeholder groups which have been involved?</b></p>
<p>RMBC Skills Team          Provider Group including;</p> <ul style="list-style-type: none"> <li>• Work Based Learning Providers</li> <li>• Hopwood Hall College</li> <li>• European Social Fund Providers</li> <li>• Schools</li> </ul>
<p><b>6.What is the scope of this assessment?</b></p> <ul style="list-style-type: none"> <li>• -what is included in this assessment</li> <li>• -does this proposal link to any other proposals (i.e. previous or current). If so, please state</li> </ul>
<p>The assessment has been based on changes to statutory duties for Foundation Learning and changes to mainstream funding arrangements for education, training and employment for 16-18+.</p> <p>Local Authorities are no longer responsible for the delivery of FL, this delivery is now funded directly through mainstream skills funding.</p> <p>RMBC's responsibility is to now work in partnership with key providers to ensure appropriate provision is in place for all 16-18 learners.</p> <p>There is no specific link to other proposals.</p>

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

The function up-to April 2012 was to lead and coordinate the delivery of provision for below L2 learning (Foundation Learning) across the borough to ensure the needs of all learners were met.

From April 2012 this funding was moved to mainstream providers through skills funding arrangements through the Department for Education and the Skills Funding Agency

**8. What changes do you propose to make?**

To reduce the Skills budget (Foundation Learning) by £100k.

A strong partnership is now in place to ensure that provision for all learners below L2 is in place.

Where gaps in provision exist, RMBC works with providers and the DfE/SFA to ensure new provision is developed.

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

- Young people
- Secondary Schools
- GFE College and Sixth Form College
- Work Based Learning providers
- 3<sup>rd</sup> Sector partner agencies

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

**Race Equality**

All young people (Rochdale residents) from protected groups are in scope of the proposal.

Because strong partnerships are in place, a focus on ensuring young people and adults from protected and vulnerable groups remains.

**Disabled People**

The proposals do not impact negatively on this group.

**Carers**

The proposals do not impact negatively on this group.

**Gender**

The proposals do not impact negatively on this group.

<b>Older and Younger People</b>
This proposal will have a greater impact on younger people than older people, however because strong partnerships are in place, a focus on ensuring young people and adults from protected and vulnerable groups remains.
<b>People who are Socio-Economically Disadvantaged</b>
The proposals do not impact negatively on this group.
<b>Religion or Belief</b>
The proposals do not impact negatively on this group.
<b>Sexual Orientation</b>
The proposals do not impact negatively on this group.
<b>Gender Reassignment</b>
The proposals do not impact negatively on this group.
<b>Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks</b>
The proposals do not impact negatively on this group.
<b>Marriage or Civil Partnership</b>
The proposals do not impact negatively on this group.

<b>11. What are the main conclusions arising from this analysis?</b>									
<p>The assessment has ensured that the Local Authority is meeting statutory obligations for young people across the borough.</p> <p>The Skills Team continue to work with providers and all appropriate partners to ensure provision across the borough is in place to meet the needs of all learners, and particularly those from vulnerable and protected groups.</p>									
<b>12. What measures do you propose to put in place to mitigate any adverse impacts?</b>									
<table border="1"> <thead> <tr> <th>Possible Adverse Impact</th> <th>Mitigation Measure</th> </tr> </thead> <tbody> <tr> <td>Increase in the number of young people who are NEET.</td> <td>Agree targets for reducing % of young people who are NEET and monitor closely.</td> </tr> <tr> <td>Increase in youth unemployment figures</td> <td>Agree targets to increase the % of vulnerable groups participating in EET below L2</td> </tr> <tr> <td>Decrease % of L2 achievement at 19</td> <td>Regular operational meetings</td> </tr> </tbody> </table>		Possible Adverse Impact	Mitigation Measure	Increase in the number of young people who are NEET.	Agree targets for reducing % of young people who are NEET and monitor closely.	Increase in youth unemployment figures	Agree targets to increase the % of vulnerable groups participating in EET below L2	Decrease % of L2 achievement at 19	Regular operational meetings
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<b>What evidence do you have which demonstrates that these measures will be effective?</b>									

- Partnership arrangements and communications to alleviate emerging issues
- Flexible approach to delivery and the development of bespoke provision to meet the needs of young people and adults

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

Consultation through meetings/data analysis/contract meetings commenced in January 2012 with the following groups:

- Skills Lead Group consultation
- GM Local Authorities research/discussions
- Reviewing of and discussion in relation to provision with the DfE/SFA as well as mainstream providers/contract holders
- Analysis of statistical data sourced internally and via the DfE/SFA

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

**14. Please complete the mitigation action plan below.**

***Mitigation Action Plan***

Mitigation Measure	Action	Responsible Officer	End Date	Status
Increased participation in FL (below L2) provision for 16-18 year olds	Liaise with key delivery and referral agencies to ensure bespoke provision is in place for all young people and adults. Monitor participation and progression.		Ongoing	
Increased participation in FL (below L2) provision for 19+ residents	Liaise with key delivery and referral agencies to ensure bespoke provision is in place for all young people and adults. Monitor participation and progression.		Ongoing	

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

Name	Position	Date
		3 <sup>rd</sup> September 2012