



EQUALITY/COMMUNITY IMPACT ASSESSMENT

<p>1.What is the name of the savings proposal and its current status?</p>
<p>SFL204: Review Skills Budget - Apprenticeships</p>
<p>2. Which Service is responsible for this proposal?</p>
<p>Support for Learning Service</p>
<p>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?</p>
<p>This proposal will not impact on savings proposals from other services.</p>
<p>4.Please state the name of the officer leading the EIA</p>
<p></p>
<p>5. Who has been involved in undertaking this assessment e.g. list the stakeholder groups which have been involved?</p>
<ul style="list-style-type: none"> • RMBC Skills Team • Economic Development • New Economy • RMBC Service Teams • Work Based learning Providers • Referral Partners
<p>6.What is the scope of this assessment?</p> <ul style="list-style-type: none"> • -what is included in this assessment • -does this proposal link to any other proposals (i.e. previous or current). If so, please state
<p>The scope of this assessment is RMBC's own recruitment of Apprenticeships for 16-24 year olds. The original commitment to increasing opportunities for young people (16-24) through apprenticeship recruitment, work experience and internships was agreed by ELT following RMBC's own EIA, which identified the numbers of young people employed by RMBC were disproportionately low.</p> <p>There is no specific link to other proposals.</p>
<p>7 a).What does the function currently do? b).Describe the needs which this service meets?</p>
<p></p>

Funding was made available to incentivise the recruitment of young people into apprenticeships which included a target of 75 new apprenticeships for 16-24 year olds by March 31st 2013.

A decision has now been made to continue this drive, but to utilise National and GM funding streams and commitments including:

- GM Commitment to Youth Unemployment
- The Youth Contract
- ESF

Targets for RMBC's internal and external apprenticeship recruitment will continue to be worked towards through these funding streams and services are still committed to providing work experience and internship opportunities as agreed through ELT.

8. What changes do you propose to make?

To use external funding to continue the drive to recruit 16-24 year old apprentices and ensure a continued commitment to providing work experience and internship opportunities across RMBC's service.

To reduce the funding made available by ELT (£164k) by 50% (£82k)

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

- Young people
- Work Based Learning Providers
- New Economy
- RMBC Service Teams
- 3rd 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, and external funding streams have now become available, a focus on ensuring young people and adults from protected and vulnerable groups are provided with apprenticeship, work experience and internship opportunities 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.

Older and Younger People
The proposals do not impact negatively on older people. They may impact on younger people, however because strong partnerships are in place, and external funding streams have now become available, a focus on ensuring young people from protected and vulnerable groups are provided with apprenticeship, work experience and internship opportunities remains
People who are Socio-Economically Disadvantaged
The proposals do not impact negatively on this group.
Religion or Belief
The proposals do not impact negatively on this group.
Sexual Orientation
The proposals do not impact negatively on this group.
Gender Reassignment
The proposals do not impact negatively on this group.
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
The proposals do not impact negatively on this group.
Marriage or Civil Partnership
The proposals do not impact negatively on this group.

11. What are the main conclusions arising from this analysis?							
<p>The assessment has ensured that the Local Authority will have a continued commitment to providing opportunities across service areas and teams.</p> <p>The Skills Team continue to work with providers, service teams and all appropriate partners and agencies so that RMBC's commitment to this scheme is aligned to sub-regional and national schemes.</p>							
12. What measures do you propose to put in place to mitigate any adverse impacts?							
<table border="1"> <thead> <tr> <th>Possible Adverse Impact</th> <th>Mitigation Measure</th> </tr> </thead> <tbody> <tr> <td>A reduction in apprenticeship recruitment across RMBC service teams if external funding sources cannot be sustained.</td> <td>Agree targets for increasing apprenticeship % of young people 16-24 in RMBC and monitor.</td> </tr> <tr> <td>Increase in youth unemployment figures</td> <td>Agree targets to increase the % of vulnerable groups participating in EET</td> </tr> </tbody> </table>		Possible Adverse Impact	Mitigation Measure	A reduction in apprenticeship recruitment across RMBC service teams if external funding sources cannot be sustained.	Agree targets for increasing apprenticeship % of young people 16-24 in RMBC and monitor.	Increase in youth unemployment figures	Agree targets to increase the % of vulnerable groups participating in EET
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Increase in youth unemployment figures	Agree targets to increase the % of vulnerable groups participating in EET						
What evidence do you have which demonstrates that these measures will be effective?							
<ul style="list-style-type: none"> Partnership arrangements and communications to alleviate emerging issues Flexible approach to delivery and the development of bespoke opportunities to meet the needs of young people and adults 							

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

Consultation through meetings and data analysis commenced in December 2012 with the following groups:

- Skills Lead Group
- GM Local Authorities research/discussions
- RMBC ELT
- Economic Development
- Performance and Transformation

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 RMBC Apprenticeship numbers for 16-24 year olds	Liaise with service teams, providers and support agencies to ensure opportunities continue to be made available for all young people and adults. Monitor participation and progression.		Ongoing	
Increased participation in GM and Nationally funded workforce development schemes ensuring best value	Liaise with service teams, providers and support agencies to ensure opportunities continue to be made available 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