

EQUALITY IMPACT ASSESSMENT

Education Participation and Skills



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

This EIA considers the impact of the SMART Specialisation skills European Social Funded project on will have on residents and businesses in Plymouth.

The project:

Smart Skills is a partnership project led by Plymouth City Council. Each of the 7 partners has a specific role to play in offering a cohesive approach to skills provision within the workplace. As an overview, activity comprises:

A Skills Hub

Training Analysis, including gap analysis

Blended Learning provision across a wide variety of subjects, including basic skills.

The aim of Smart Skills is to offer participants an easy journey through the skills landscape via the Skills Hub, maximising the impact of investment and activity.

The project will work with a wide variety of participants, encompassing the prescribed target groups:

Employed

Self-Employed

Apprentices

SME's

Disadvantaged groups, e.g. inactive or unemployed.

Author

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Department and service

Education Participation and Skills

Date of assessment

25/8/2020

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Plymouth had a population of 256,384 people from the 2011 Census (Office of National Statistics (ONS), this is currently estimated at 264,200 (DATA Plymouth).	No adverse impact is expected. The project will be able to support people of all ages	Actions taken will be part of regular monitoring meetings between PCC/CSW and delivery partners and benchmarked against agreed KPIs.	Through the lifetime of the project Head of Skills and Post 16 Project Management delivery team CSW Owners and Commissioners Employment and Skills Board HoTSW Skills Advisory Panel
Disability	A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability. 10% of our population have their day-to-day activities limited 'a lot' by a long-term health problem or disability. 17.5 per 1,000 children in Plymouth have a learning difficulty reported by schools. 2800 people (1% of population) have some learning disability. 30,000 adults in Plymouth (10.6% of population) have some form of mental health issue.	No adverse impact is expected and the project is aimed at being inclusive	Actions taken will be part of regular monitoring meetings between PCC/CSW and delivery partners and benchmarked against agreed KPIs.	Through the lifetime of the project Head of Skills and Post 16 Project Management delivery team CSW Owners and Commissioners Employment and Skills Board HoTSW Skills Advisory Panel SkillsLaunchpad Plymouth
Faith/religion or belief	Data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish	No adverse impact is expected as the project is inclusive of all faith, religion and belief.	Actions taken will be part of regular monitoring meetings between PCC/ CSW delivery partners as required.	Through the lifetime of the project Head of Skills and Post 16

	or Sikh religion combined totalled less than 1%. 0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.			Project Management delivery team CSW Owners and Commissioners Employment and Skills Board HoTSW Skills Advisory Panel SkillsLaunchpad Plymouth
Gender - including marriage, pregnancy and maternity	<p>Circa 130,000 (50.7% of the population) are female. 77,154 (39% people are married. 16,572 (8.5% people have remarried. 5382 (2.8%) are separated and still legally married.</p> <p>In 2013 there were 3163 live births in Plymouth¹</p> <p>Current numbers of young people that this effects are as follows:</p>	No adverse impact is expected and there is an expectation that delivery partners will provide skills interventions to an agreed number of women as part of overall delivery.	Actions taken will be part of regular monitoring meetings between PCC/CSW and delivery partners as and when required.	<p>Through the lifetime of the project</p> <p>Head of Skills and Post 16</p> <p>Project Management delivery team</p> <p>CSW Owners and Commissioners</p> <p>Employment and Skills Board</p> <p>HoTSW Skills Advisory Panel</p> <p>SkillsLaunchpad Plymouth</p>
Gender reassignment	We don't currently have any data about gender reassignment of our people	No adverse impact is expected	Actions taken will be part of regular monitoring meetings between PCC/CSW and delivery partners as required.	<p>Through the lifetime of the project</p> <p>Head of Skills and Post 16</p> <p>Project Management delivery team</p> <p>CSW Owners and Commissioners</p>

¹ Office of National Statistics

				<p>Employment and Skills Board HoTSW Skills Advisory Panel SkillsLaunchpad Plymouth</p>
<p>Race</p>	<p>238,263 (92.9%) of Plymouth’s population identify themselves as White. 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups. BME population has risen from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census. At least 43 main languages spoken in the City, showing Polish, Chinese and Kurdish as the top three. Based on a full year data for 2012-13, our top most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin. We have seen the trend for Polish and BSL to continue into 2013-14 however the third language varies; we believe this is due to patients and clients needing repeat appointments and treatment. Ethnicity and</p>	<p>No adverse impact is expected. Department will collate any incidents from providers contracted with as part of ongoing monitoring and review with CSW.</p>	<p>Actions taken will be part of regular monitoring meetings between PCC/ CSW and delivery partners as required.</p> <p>Additional support can be provided through existing arrangements. Procurement will follow needs determined by specific resident groups in the city with regard to ESOL for example for them to either enter work or become nearer to the labour market.</p> <p>Current partnerships are in places that are able to support the delivery of the funds include the SkillsLaunchpad Plymouth, Group, Devon and Cornwall Training Provider Network, and overseen by the Plymouth Employment and Skills Board as part of the contribution it makes to the current Plan for Employment and Skills.</p>	<p>Through the lifetime of the project</p> <p>Head of Skills and Post 16 Project Management delivery team</p> <p>CSW Owners and Commissioners</p> <p>Employment and Skills Board HoTSW Skills Advisory Panel SkillsLaunchpad Plymouth</p>

	language statistics of school children (0-18 years) Data for 2012 ² shows out of a total population of 36711, 33,646 (95.65%) were identified as white British. 1123 (3.06%) as 'white other background'; 'other ethnic group' 438 (1.19%); BME counted for 932 (2.54%).			
Sexual orientation - including civil partnership	Data sets are not recorded centrally	No adverse impact is expected.	<p>Actions taken will be part of regular monitoring meetings between PCC/CSW and delivery partners as required.</p> <p>Current partnerships are in places that are able to support the delivery of the funds include SkillsLaunchpad Plymouth, Devon and Cornwall Training Provider Network, and overseen by the Plymouth Employment and Skills Board as part of the contribution it makes to the Plan for Employment and Skills.</p>	<p>Through the lifetime of the project</p> <p>Head of Skills and Post 16 Project Management delivery team</p> <p>CSW Owners and Commissioners</p> <p>Employment and Skills Board</p> <p>HoTSW Skills Advisory Panel</p> <p>SkillsLaunchpad Plymouth</p>

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	No adverse impact has been identified. The project will deliver skills to individuals that will enhance their career prospects and help reduce gaps in pay as women add to their existing portfolio of skills. Some of this work will be carried out as part of a skills assessment and enabling female staff to see the	Ongoing monitoring through the contract. Education participation and Skills. PCC/ CSW staff. Edward Coley, Head of Skills and Employability.

² School census data 2012 provided by Policy, Performance & Partnerships Department, Plymouth City Council, Jan 2013.

	full scope and opportunity made available by such intervention. We would also be advocating that workplaces offer equal rights of pay and uphold the principles of the law.	
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	No adverse impact on human rights has been identified.	Ongoing monitoring through the project delivery team. PCC/ CSW staff. Head of Skills and Post 16.
Good relations between different communities (community cohesion)	No adverse impact on human rights has been identified.	Ongoing monitoring through the project delivery team. PCC/ CSW staff. Head of Skills and Post 16 and links to staff colleagues represented as part of the Inclusive Growth agenda
Human rights Please refer to guidance	It is important that all people of Plymouth are treated fairly, their views are taken into account and that their human rights have been respected. No adverse impact on human rights has been identified.	Ongoing monitoring through the project delivery team. PCC/ CSW staff. Head of Skills and Post 16. (This is also part of the ESF guidance that is required to be followed)

STAGE 4: PUBLICATION

Responsible Officer: Judith Harwood

Date 4/11/2020

Service Director for Education, Participation and Skills