


# EQUALITY IMPACT ASSESSMENT – SEET STRATEGY

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Tina Brinkworth (Head of Skills and Post 16)	<b>Department and service:</b>	EPS Access to Learning	<b>Date of assessment:</b>	29/8/23
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Annie Gammon (Interim Service Director for Education, Participation and Skills)	<b>Signature:</b>		<b>Approval date:</b>	01/09/2023
<b>Overview:</b>	<p>We recognise that there are an unacceptably high number of young people not in Employment, Education or Training (EET). In response we have developed the city's first strategic plan committed to reducing the high levels of young people Not in Employment, Education or Training (NEET) or where their EET status is not known. Spending time NEET can be detrimental to physical and mental health and can lead to unemployment or low pay, low quality work later in life.</p> <p>Unlocking Plymouth's Potential is a single integrated three year plan which supports the future of Plymouth's young people to enable them to move confidently into becoming Seeking Employment, Education and Training (SEET) so that they successfully transition into employment, education and training.</p> <p>The plan sets out critical issues to be addressed by Plymouth City Council and key partners and is an ambitious plan to improve high quality opportunities for all of our young people, so they are confident about their future and successfully transition into adulthood and beyond.</p> <p>The plan has been circulated widely through the diverse membership of the Employment and Skills Board and with schools. The consultation process, along with wider stakeholder engagement, has greatly shaped the priorities and interventions going forward, with oversight and strategic direction of the detailed plans proposed under the leadership of the Employment and Skills Board. This plans aligns to corporate plans including the Skills 4 Plymouth Plan and SEND Employment Forum activity already delegated to the ESB.</p>				
<b>Decision required:</b>	That Cabinet approve the Unlocking Plymouth's Potential strategic plan.				

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The decision being taken is unlikely to have any adverse impacts on individuals with protected characteristics. Work is ongoing to ensure that all communities within Plymouth have access to the support available.			

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
<b>Age</b>	Plymouth <ul style="list-style-type: none"> <li>16.4 per cent of people in Plymouth are children aged under 15.</li> <li>65.1 per cent are adults aged 15 to 64.</li> </ul>	No adverse impact	No action required	No action required

	<ul style="list-style-type: none"> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>NEETs data shows the proportion of 16 and 17 year-olds Not in Employment, Education or Training.</p> <p>In June 2023 against a cohort of 5651 young people in year 12 and 13 of which 273 (4.8%) where NEET and 120 (2.1%) where the situation is Unknown</p> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<p><b>Care experienced individuals</b></p> <p>(Note that as per the Independent Review of Children’s Social Care</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p>	<p>No adverse impact</p>	<p>No action required</p>	<p>No action required</p>

<p>recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> <p>In addition we also collate NEET data for 16 to 25 year-olds for vulnerable groups for example SEND, Care Experienced etc.</p>			
<p><b>Disability</b></p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p> <p>In June 2023 against a cohort of 331 SEND young people in year 12 and 13 of which 39 (11.8%) where NEET and (0.6%) where the situation is Unknown</p> <p>However when we look at the 16 to 25 year-olds against a cohort of 981 young people 186 (19%) where NEET and 286 (29%) where the situation is Unknown</p>	<p>No adverse impact is anticipated. The plan has been designed with interventions and support focused on SEND young people to positively impact the number of young people transitioning into employment, education or training.</p>	<p>No action required</p>	<p>No action required</p>

<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impact	No action required	No action required
<b>Marriage and civil partnership</b>	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.  0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	No adverse impact	No action required	No action required
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.  There are 13 young people in year 12 and 13 who are teenage parents of those 9 (69%) are NEET, of which 2 are preparing to become EET.	No adverse impact	No action required	No action required

<b>Race</b>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No adverse impact is anticipated, however further engagement with partners will ensure that young people from Black, Asian and Minority Ethnic backgrounds and who are refugees benefit from the strategy.	No action required	No action required
<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No adverse impact	No action required	No action required
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact	No action required	No action required
<b>Sexual orientation</b>	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impact	No action required	No action required

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	No adverse impacts on human rights are anticipated.	No action required	No action required

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	N/A		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	N/A		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	N/A		
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	N/A		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	N/A		