

EQUALITY IMPACT ASSESSMENT

Education Participation and Skills



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>This EIA considers the impact of the contract extension that Plymouth City Council will be undertaking with regard to the Adult Community Learning Budget and Adult Skills Budget currently overseen by the Education, Participation and Skills Department.</p> <p>PCC holds a £1.529m budget from the Education and Skills Funding Agency for delivery of Adult Education (AEB). This is split into Community Learning (£796k) and Adult Skills (£733k).</p> <p>Opportunities offered through the ESFA budget range from traditional community learning courses such as arts and crafts / languages / cookery / IT / family learning, to English and Maths improvement and employability skills such as construction, hairdressing and health and safety.</p> <p>Present arrangements are delivered through sub-contracts with 7 organisations. The largest provider, On-Course South West (OCSW) was previously the PCC in-house Adult and Community Learning service. In addition to OCSW and supported by this arrangement are:</p> <p>Shekinah Mission, Open Doors International Language School, Lynher Training, North Prospect Community Learning, YMCA Plymouth, Mount Batten Centre.</p> <p>The long term aim is to procure this funding through a competitive process. In the interim there will be a period of time from present to August where existing arrangements with providers prevails and the delivery of activity will continue until procurement has reached its conclusion.</p>
Author	Edward Coley
Department and service	Education Participation and Skills
Date of assessment	

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics	Evidence and information	Any adverse impact	Actions	Timescale and who is
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(Equality Act)	(eg data and feedback)	See guidance on how to make judgement		responsible
Age	Plymouth currently has a population of 256,384 people (Office of National Statistics (ONS) 2011 Census estimates), but this is forecast to increase in coming years.	No adverse impact is expected. Whilst the provision procured is for Adults, this will support and compliment the wider offer that is available across the city through other funding streams and programmes, including apprenticeships, the wider AEB and possible ESIF.	Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability Group, Devon and Cornwall Training Provider Network, and overseen by the Plymouth Employment sand Skills Board as part of the contribution it makes to the Plan for Employment and Skills. We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed.	Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group
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	No adverse impact is expected. The purpose of the department is to both promote and convene collaborative partnerships to deliver outstanding provision for all of our residents thereby widening opportunities and promote inclusion and equalities.	Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability Group, Devon and Cornwall Training Provider Network, and overseen by the Plymouth Employment sand Skills Board as part of the contribution it makes to the Plan for Employment	Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group

	population) have some learning disability. 30,000 adults in Plymouth (10.6% of population) have some form of mental health issue.		and Skills. We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed	
Faith/religion or belief	Data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindi, Buddhist, Jewish 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.	No adverse impact is expected	Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability Group, Devon and Cornwall Training Provider Network, and overseen by the Plymouth Employment sand Skills Board as part of the contribution it makes to the Plan for Employment and Skills. We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed	Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group
Gender - including marriage, pregnancy and maternity	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.	No adverse impact is expected	Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability Group, Devon and Cornwall Training	Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group

	<p>In 2013 there were 3163 live births in Plymouth¹</p>		<p>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>We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed</p>	
<p>Gender reassignment</p>	<p>We don't currently have any data about gender reassignment of our people</p>	<p>No adverse impact is expected</p>	<p>Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability 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 Plan for Employment and Skills.</p> <p>We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be</p>	<p>Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group</p>

¹ Office of National Statistics

<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 language statistics of school children (0-18 years) Data for 2012²</p>	<p>No adverse impact is expected. Department will collate any incidents from providers contracted with as part of ongoing monitoring.</p>	<p>developed</p> <p>Support is already in place with 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 Learning Skills and Employability 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 Plan for Employment and Skills.</p> <p>We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed</p>	<p>Head of Employment and Skills</p> <p>Employment and Skills Board</p> <p>Learning Skills and Employability Group</p>
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² School census data 2012 provided by Policy, Performance & Partnerships Department, Plymouth City Council, Jan 2013.

	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	Current partnerships are in places that are able to support the delivery of the funds include the Learning Skills and Employability 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 Plan for Employment and Skills. We will monitor take up of the funding in line with Ofsted requirements as well as any specific outcomes that need to be developed	Head of Employment and Skills Employment and Skills Board Learning Skills and Employability Group

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.	This procurement will enable our residents to benefit from a range of provision that will enable them to either access employment or move nearer to the labour market as part of their journey. The provision will	

	be promoted equally to all sexes and this will be supported to Information, Advice and Guidance provided to show where skills gaps and jobs are in the city and where they can utilise this training regardless of gender. This will contribute to reducing the imbalance as part of the wider Plan for Employment and Skills.	
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.	<p>By procuring funding that enables residents to move into or become economically active, the number of incidents of this nature is anticipated to reduce.</p> <p>The department will collate any incidents from providers contracted with as part of ongoing monitoring.</p>	
Good relations between different communities (community cohesion)	Current partnerships do work to develop good relationships between communities with the Learning Skills and Employability Group being a key part of this cohesion development. In addition to this there is also cross reference to the Inclusive Growth Flagship and ensuring our communities are connected to the benefits of skills and jobs to the city.	
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.	

STAGE 4: PUBLICATION

Responsible Officer: Judith Harwood

Date

Assistant Director Education, Participation and Skills