

Name of proposal/policy	Services to support young people in Northamptonshire that are not or at risk of not being in education, training or employment (NEET).	Budget number (if applicable)	<i>For MTFP proposals only</i>
Service area responsible	Children First Northamptonshire, Commissioning and Strategy	Cabinet meeting date	24 June 2020
Name of completing officer	Paul Shanley	Date EqIA created	27/07/2020
Approved by Director / Assistant Director	Louise Mackender	Date of approval	01/07/2020
Signed off by NCC Equalities Lead	Emma Gadsby	Date of sign off	02/07/2020

For sign off by the NCC Equalities Lead, email egadsby@northamptonshire.gov.uk or equalities@northamptonshire.gov.uk

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. To have your EqIA published, please contact equalities@northamptonshire.gov.uk

PART A – REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Description of current provision/policy and main beneficiaries/stakeholders

The service supports young people that are not or are at risk of not being in education, training or employment. These are sometimes called NEET services and are currently provided in Northamptonshire by Prospects on behalf of the Council

Advisers help young people to decide what they want to do and support them to achieve this. This can include help to look for work and Apprenticeships such as preparing CVs, making applications and preparing for interviews. Advisers also tell young people about courses and training that can help them improve their skills and qualifications for future employment e.g. college courses, the Princes Trust and traineeships. If a young person needs help with other areas e.g. mental health, relationships, money, Advisers can assist young people to find the right specialist help.

As well as generic support to young people who at risk of or are not in employment, education or training, the service specifically supports young people who are from the following vulnerable groups;

- Support to Children in Care and young people leaving care who are not in employment, education or training
- Support to young offenders who are not in employment, education or training
- Support to young people with an Education Health and Care Plan (EHCP) up to age 25 who are not in employment, education or training

The Service supports the Local Authority's duty under Section 68 of the Education and Skills Act 2008 (ESA 2008) to encourage, enable or assist young people's participation in education or training.

2) Description of proposal under consideration/development

Consideration is being given for the delivery of this service from 1st April 2021. Service users may be dealing with different people to previously, but it is not expected there will be significant change in service provided, particularly to vulnerable young people

3) Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published) – quantitative or qualitative	What does this data tell us?
<u>1. Data provided by current provider (Prospects) in relation to Performance against Statistical Neighbours</u>	<u>1. Data provided by current provider (Prospects) in relation to Performance against Statistical Neighbours</u> This data indicates that the % of young people who are not in

Statistical Neighbours	% NEET and Not Known 2016/17	% NEET and Not Known 2017/18	% NEET and Not Known 2018/19	% NEET and Not Known 2019/20
Northamptonshire	6.7%	5.8%	4.6%	3.5%
Derbyshire	3.9%	7.8%	7.8%	5.4%
Essex	4.1%	3.8%	3.7%	3.8%
Kent	6.7%	5.4%	6.4%	7.3%
Lancashire	8.6%	8.3%	10.1%	6.2%
Medway	9.8%	24.4%	6.9%	11.5%
Nottinghamshire	3.8%	6.0%	5.7%	10.0%
Staffordshire	7.5%	6.7%	2.1%	2.7%
Swindon	6.1%	6.7%	7.5%	7.4%
Warwickshire	6.0%	3.8%	3.7%	3.4%
Worcestershire	4.70%	5.1%	4.9%	4.60%

2. Data provided by current provider (Prospects) in relation to vulnerable young people

Vulnerable Groups who joined NEET	Vulnerable Groups who were no longer NEET
- 148 had SEND	- 77 young people with SEND
- 118 were looked after or leaving care	- 54 young people who were looked after/leaving care
- 32 were supervised by YOS	- 16 young people who were supervised by YOS

3. Data provided by current provider (Prospects) in relation to demographics

As at March 2020, 4.3% of males and 3.1% of females were NEET

Ethnicity, March 2020

Ethnicity	% Neet & Not Known
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employment, education or training in Northamptonshire compares favourably against statistical neighbours (third lowest). Additional information provided by Prospects also shows this is lower than the England average of 5.5% and East Midlands average of 6.5%.

2. Data provided by current provider (Prospects) in relation to vulnerable young people

This data shows the impact the service has had on supporting vulnerable young people to move from being not in employment, education or training to being in employment, education or training.

3. Data provided by current provider (Prospects) in relation to demographics

This shows that more males than females are likely to be not in employment, education or training.

White British	6.1%	Additionally, young people from some ethnic groups are more likely to be not in employment, education or training than others.
White irish	9.1%	
White Gipsy or Irish Traveller	0%	
Any Other White Background	5.5%	
White And Black Caribbean	18.2%	
White And Black African	11.1%	
White And Asian	9.1%	
Any Other Mixed Background	0%	
Indian	0%	
Pakistani	0%	
Bangladeshi	0%	
Any Other Asian Background	0%	
Caribbean	20%	
African	6.7%	
Any Other Black Background	11.1%	
Arab	0%	
Any Other Ethnic Group	27.3%	
Chinese	3.1%	
Refused	18.4%	
Information Not Obtained	3.1%	

4) Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team (ceat@northamptonshire.gov.uk) for advice or complete the online form with details of your consultation/engagement activity.

If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

Formal consultation is being carried out through the Councils Consultation Hub giving children and young people, parents/carers and professionals the opportunity to provide feedback on the current service and views on how the service could like in the future. Due to the Covid 19 Pandemic, face to face opportunities are not available, however Video Conference and telephone contact is also being made available. Professionals who work with young people who are not in employment, education or training are also being contacted on an individual basis.

5) If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

The most recent consultation in December 2018 to January 2019 analysis showed;

“Reducing the value of the contract will maintain support for vulnerable groups (including young people with SEND) but impact the broader NEET young people which may result in increased unemployment that then has other knock effects on such as increased public costs elsewhere and making Northamptonshire less economically attractive to businesses.”

This resulted in the current provision to continue to support vulnerable young people which will be taken into account for this further consultation.

Protected characteristics as set out in the Equality Act 2010

6) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Sex	Impact and explanation	Positive Explanation: Males are more likely to be not in education, employment or training and from the vulnerable groups and supported by the service
	Mitigations/actions	
Gender Reassignment	Impact	Positive Explanation: The service aims to support an individual’s needs to meet outcomes
	Mitigations/actions	
Age	Impact	Positive Explanation: The service aims to support young people and 16 to 17 (and up to age 25 for Care Leavers and/or young people with Special Educational Needs)
	Mitigations/actions	
Disability	Impact	Positive Explanation: The service aims to support young people with Special Educational Needs up to age 25
	Mitigations/actions	

Race & Ethnicity	Impact	Positive Explanation: The service aims to support all groups, particularly those from an ethnic group that is likely to have young people who are not in employment, education or training
	Mitigations/actions	
Sexual Orientation	Impact	Positive Explanation: The service aims to meet an individual's needs to meet outcomes
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	Positive Explanation The service aims to meet an individuals need to meet outcomes
	Mitigations/actions	
Pregnancy & Maternity	Impact	Positive Explanation: The service aims to meet an individuals need to meet outcomes
	Mitigations/actions	

Cross-cutting considerations

7) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Human Rights – relevant articles and local authority context: <i>Article 2 – Right to life</i> <i>Article 3 – Freedom from torture and inhuman or degrading treatment</i> <i>Article 4 – Prohibition of slavery and forced labour</i> <i>Article 5 – Right to liberty and security)</i> <i>Article 6 – Right to a fair trial</i> <i>Article 8 – Right to private and family life</i>	Impact	Positive Explanation: The service aims to meet an individual's needs to meet outcomes
	Mitigations/actions	

<p><i>Article 9 – Freedom of thought, belief and religion</i></p> <p><i>Article 10 – Freedom of expression</i></p> <p><i>Article 11 – Freedom of assembly and association</i></p> <p><i>Article 14 – Protection from discrimination</i></p> <p><i>Article 1 of the First Protocol: Protection of property</i></p> <p><i>Article 2 of the First Protocol: Right to education</i></p>		
Rural isolation	Impact	<p>Positive</p> <p>Explanation: Young people who are rurally isolated have less access to employment education & training so are more likely to be not in employment education or training</p>
	Mitigations/actions	
Socio-economic exclusion	Impact	<p>Positive</p> <p>Explanation: Young people from lower social economic groups are more likely to be not in employment, education or training</p>
	Mitigations/actions	
Health and wellbeing considerations, for example:	Impact	<p>Positive</p> <p>Explanation: The service aims to meet an individual's needs to meet outcomes</p>
	Mitigations/actions	

PART B – if you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information

REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Protected characteristics as set out in the Equality Act 2010 – see Part A for explanations and guidance

2) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.		
Sex	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Gender Reassignment	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Age	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Disability	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Race & Ethnicity	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Sexual Orientation	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Pregnancy & Maternity	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Cross-cutting considerations – see Part A for explanations and guidance

3) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Human Rights (Please see articles in the toolkit for more information)	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Rural isolation	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Socio-economic exclusion	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Health and wellbeing considerations	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

4) Final impact analysis (taking the findings from Part B into account) – including review date if required

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