

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM:** Employment & Training Response to Area Clusters Jobs and Training Review

**Name of Author:** Stacey Shillingford

**Department:** Development

**Director:** David Bishop

**Service Area:** Economic Development

**Strategic Budget EIA** NO

**Author (assigned to Covalent):** Stacey Shillingford

**Brief description of proposal / policy / service being assessed:**

To respond to questions, specifically in relation to the Area Committees and a proposed way forward for the facilitation and oversight of Area-based Employment & Skills activities through the creation of an 'Employment & Skills Area 2 Partnership', led by local Councillors and supported by dedicated officers from Employment & Skills. This would set priorities for local Area Jobs Plans, oversee their implementation by NLOs, and support the implementation of new and existing E&S programmes delivered by NLOs, the City Council, and wider partners and organisations operating in Area 2.

**Information used to analyse the effects on equality:**

Monthly Unemployment Update – Policy & Information Team Nottingham City Council – Nottingham Insight

Unemployment in Nottingham Quarterly Ethnicity Note October 2014 – Policy & information Team Nottingham City Council – Nottingham Insight

Benefits Bulletin November 2014 – Policy & information Team Nottingham City Council – Nottingham Insight

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p><b>Ethnicity</b></p> <p>Nottingham is ranked 8th most deprived district in England in the 2015 Indices of Multiple Deprivation (IMD), a relative fall from 20th in the 2010 IMD</p> <p>Compared to the East Midlands and county average, Nottingham has a greater percentage of its population and therefore, workforce that are from ethnic minority backgrounds.</p> <p>In addition unemployment amongst black</p>	<p><b>Ethnicity, Age, Gender, Disability &amp; Geography</b></p> <p>Through the Partnership Group, it is proposed to increase local democratic accountability of provision being delivered within neighbourhoods. To ensure new and existing Employment &amp; Skills programmes respond to local need and reach the local residents furthest from being able to access learning and work.</p> <p>This will give a greater opportunity to improve efforts to target employment, training and skills development opportunities</p>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Trans	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Older	<input type="checkbox"/>	<input type="checkbox"/>		

Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>	African and black African-Caribbean is higher (7.4%) than the overall city average (4.5%).	at unemployed Nottingham City residents, with a greater proportion of whom are young and/or from an ethnic minority background, and live within the cities most deprived community and neighbourhoods.
<p>Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults, people from deprived neighbourhoods).</p> <p><b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p><b>Age</b></p> <p>Nottingham also has a greater number of young people aged 18-29 who are out of work: one of the highest overall unemployment rates in Nottinghamshire and one of the highest in the East Midlands. According to the Nomis, the largest unemployment fall, both numerically and proportionally, were in the 24 and under age group.</p> <p><b>Geography</b></p> <p>Nottingham also has great disparities of wealth according to geography with many wards such as Aspley, St Anns, Bulwell, Berridge, Bridge, Arboretum, Dales, and others having unemployment rates well above the city average of 4.5% (from NCC Nomis Feb 2015 update).</p> <p><b>Gender</b></p> <p>Imbalances in gender employment remain. According to the Nomis Unemployment by Ethnicity report for Nottingham City, December 2015, female unemployment fell at a greater rate than male in the last year, however, female unemployment rate remains higher than the pre-recession level of around 1.8% due mostly to restrictions imposed on people's eligibility for Income Support for Lone Parents, which caused large numbers of women to transfer to JSA.</p> <p><b>Disability</b></p> <p>As per the NCC Benefits Bulletin of Feb 2014 there are over 16,560 Incapacity Benefit, Severe Disability Allowance, and</p>	<p>This will be delivered through Community Partners who will ensure unemployed city residents are supported with specific barriers to employment and training – whether cultural, linguistic, health, housing, or skills related. Many ethnic minorities, younger (and older) people, and individuals living in deprived communities, will have greater obstacles to accessing work as a result of social exclusion and therefore these interventions are crucial to helping them on the journey to employment.</p>

			Employment & Support Allowance claimants in Nottingham. This represents 7.6% of the population and is well above the national average of 5.9%.	
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**Outcome(s) of equality impact assessment:**

- No major change needed
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

**Approved by (manager signature):**

The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.

**Date sent to equality team for publishing:**

Send document or link to:  
equalityanddiversityteam@nottinghamcity.gov.uk

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.