

Equality Impact Assessment Form

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1. Document Control

Control Details:

Title:	D2N2 Skills Access Hub Equalities Impact Assessment
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Department:	Economic Development
Service Area:	Development & Growth
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved
1	Owen Harvey	03/12/2021	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Team	6 th December 2021

4. Glossary of Terms

Term	Description
D2N2	Derby Derbyshire Nottingham Nottinghamshire
DLUHC	Department for Levelling Up Housing and Communities
SRO	Senior Responsible Officer
PCR	Project Change Request
SME	Small Medium Enterprise
SAH	Skills Access Hub
ESF	European Social Fund
BAME	Black Asian Minority Ethnic
LGBT	Lesbian Gay Bisexual Trans
DDM	Delegated Decision
SMART	Specific, Measurable, Achievable, Realistic, Timely

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5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

D2N2 Skills Access Hub

Nottingham City Council were previously awarded **£4,796,576.14** in 2020 to deliver The D2N2 Skills Access Hub between April 2020 and December 2023, a project that currently provides businesses and employees with access to skills and training improving productivity, growth, and attainment levels.

The project is managed by Nottingham City Council and is delivered by a consortium of delivery partners including University of Nottingham, West Nottinghamshire College, Futures, Direct Help & Advice and Nottingham College.

Subject to a successful project change request application, approval is needed to accept **£926,633.36** in additional funding for The D2N2 Skills Access Hub Project to increase the size of the project and skills support available to businesses and employees.

Of the **£926,633.36** new funding, half (£463,316.68) will be provided by ESF, with the remaining half (£463,316.68) provided by the Skills Access Hub delivery partners as local match for the project.

If approved, the PCR will enable the Council to vary the existing Funding Agreement with DLUHC and similarly, vary the Collaboration Agreement between the Council and delivery partners, to reflect the increased total project budget

Currently the Skills Access Hub is contracted to support 888 SMEs to access skills provision and 2,220 individuals to improve their own skills attainment. The current total project budget for the Skills Access Hub is **£4,796,576.14**, as agreed under the original DDM

If successful, the PCR will enable the Council to increase the number of SME's supported to 1,060 and the number of individuals supported to increase their skills to 2650, taking the new total project cost to **£5,723,209.50**.

It is anticipated that at least 50% of project participants will be based within Nottingham City. Nottingham City Council will lead a partnership of public, private, and charitable organisations who will identify the skills needs of SMEs and either provide, or broker, the required skills provision.

The project will contribute to the following Strategic Council Plan priorities:

- It will Increase the number of Nottingham residents with **level 2** qualifications to within **3% of national average**
- Creating **15,000** new jobs for Nottingham people
- Continue to support residents into work through the **Nottingham Jobs hub service**
- Support **1000** residents into work by securing external funding for programmes across the city
- Support **1,000** more Nottingham young people **into learning** and work with businesses to **create 500 new apprenticeships**

The project will also continue to reduce the skills gap across Nottingham and help to create a more productive and profitable SME sector. This is a revenue only project, which is applying for ESF and requires 50% match funding.

[screenip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

The potential of D2N2 Skills Access Hub and ESF funding to benefit a range of citizens, businesses and wider stakeholders is clear.

It will benefit all individuals and business with protected characteristics (BAME, Young People, people with disabilities, LGBT, Women, Over 50's) in the following ways:

- Diversify workforce representation and leadership roles in businesses through increasing the accessibility of skills support available to all groups
- Support businesses led by people with protected characteristics to increase productivity levels through accessing skills support
- Support businesses led by people with protected characteristics to increase job creation

Council officers have prevented any potential negative impacts that the D2N2 Skills Access Hub might have on protected groups by doing the following:

- Ensuring the needs and requirements of all protected groups are considered when developing the D2N2 Skills Access Hub.
- Officers have achieved this through taking the following steps:
 - Ensuring the D2N2 Skills Access Hub project is delivered in line with the NCC corporate equality and diversity policies
 - Using extensive departmental knowledge and experience of delivering projects to priority groups to inform the development of the D2N2 Skills Access Hub project
- Exploring the potential impacts ESF funding may have on protected groups
 - Again, using the extensive departmental experience, officers have a solid understanding of what impact funding can have on protected groups
 - Based performance data on a portfolio of economic growth provision, we know that this type of investment supports priority groups into employment, helps businesses grow and more broadly benefits communities e.g. in 2020, over 900 people were supported into employment in the City
 - We know that the provision landscape is at times confusing for organisations, practitioners and beneficiaries so every effort was made to ensure the D2N2 Skills Access Hub enables business to access support in a way that complements, not duplicates provision and thus making D2N2 Skills Access Hub activity more accessible for protected groups.
- Where needed, individuals or organisations with additional support needs are provided with additional support
- In order to increase the positive impact that the D2N2 Skills Access Hub may have on protected groups, we will use an evidence base to

inform SMART actions e.g. data outlining uptake amongst BAME, LGBT groups and making necessary amendments to ensure accessibility

7. Impacts and Actions:

<u>screentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	x	<input type="checkbox"/>
Men	x	<input type="checkbox"/>
Women	x	<input type="checkbox"/>
Trans	x	<input type="checkbox"/>
Disabled people or carers.	x	<input type="checkbox"/>
Pregnancy/ Maternity	x	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	x	<input type="checkbox"/>
Lesbian, gay or bisexual people.	x	<input type="checkbox"/>
Older	x	<input type="checkbox"/>
Younger	x	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	x	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>Positive impact Impacts</p> <p>It will benefit all individuals and business with protected characteristics (BAME, Young People, people with disabilities, LGBT, Women, Over 50's) in the following ways:</p> <ul style="list-style-type: none"> • Diversify workforce representation and leadership roles in businesses through increasing the accessibility of skills support available to all groups • Support businesses led by people with protected characteristics to increase productivity levels through accessing skills support • Support businesses led by people with protected characteristics to increase job creation 	<p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>Mitigation</p> <p>N/A</p>

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

If D2N2 Skills Access Hub PCR is successful, the Council will continue to deliver the project in a way that prevents any potential negative impacts the project might have on protected groups through regular monitoring and consultation with service users.

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: 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.</p>	<p>Date sent for advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
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Approving Manager Signature:  Owen Harvey Economic Strategy Manager 07977963223	Date of final approval: 07/12/2021
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Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
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.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.