

Equality Impact Assessment Form

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1. Document Control

Control Details:

Title:	Nottingham City Council & Department for Work and Pensions Nottingham Youth Employment Strategy Equalities Impact Assessment
Author:	Owen Harvey
Director:	Nicki Jenkins
Department:	Economic Development
Service Area:	Development & Growth
Contact details:	07977963223
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	15/05/2022	

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

Name	Position	Date
Rosey Donovan	Equality and Employability Team	25/05/2022

4. Glossary of Terms

Term	Description
NCC	Nottingham City Council
DWP	Department for Work and Pensions
SME	Small Medium Enterprise
ESF	European Social Fund
BAME	Black Asian Minority Ethnic
LGBT	Lesbian Gay Bisexual Trans
SMART	Specific, Measurable, Achievable, Realistic, Timely
NEET	Not in Education Employment or Training

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5. Summary

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

NCC & DWP Nottingham Youth Employment Strategy

At a local level, the Nottingham Economic Recovery Plan, led by the Nottingham Growth Board, sets out a bold vision for Nottingham's post Covid economic recovery and renewal, reimagining Nottingham as an inclusive, green, creative, and digitally enabled city.

The Plan positions the City well for investment opportunities emerging from the Levelling Up White Paper, including The UK Shared Prosperity Fund, a central pillar of the UK Government's levelling up agenda.

Delivering the Nottingham Youth Employment Strategy will help operationalise the recovery plan, translating ambitions set out in the plan, into local delivery, increasing youth employment, improving skills attainment, and creating better futures for young people.

The strategy and detailed delivery plan will:

- Reduce the current unemployment rate for 18-24 year olds in Nottingham from 2,406 (3.5%) to the pre-pandemic historic low of 1,414 (2.2%)
- Reduce Nottingham's NEET (Not in Employment, Education or Training) rate for 16 – 17 year olds from 4.3% to the England average of 2.5%

The strategy and delivery plan 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 the national average**;
- it will create **15,000** new jobs for Nottingham people;
- it will continue to support residents into work through the **Nottingham Jobs hub service**;
- it will support **1000** residents into work by securing external funding for programmes across the city; and
- it will support **1,000** more Nottingham young people **into learning** and work with businesses to **create 500 new apprenticeships**.

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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 the NCC & DWP Nottingham Youth Employment Strategy to benefit a range of citizens, businesses and wider stakeholders is clear.

It will benefit all young people with protected characteristics (BAME, people with disabilities, LGBT, Women) in the following ways:

- Support people with protected characteristics increase access to jobs and skills
- Support people with protected characteristics increase access Apprenticeships
- Diversify the workforce representation and leadership roles in businesses through increasing the accessibility of skills support available to young people

Council officers have prevented any potential negative impacts that the NCC & DWP Nottingham Youth Employment Strategy might have on protected groups by doing the following:

- Ensuring the needs and requirements of all protected groups are considered when developing the NCC & DWP Nottingham Youth Employment Strategy.
- Officers have achieved this through taking the following steps:
 - Hosting the Nottingham Youth Employment Summit which consulted with a range of delegates including young people with protected characteristics
 - Ensuring the NCC & DWP Nottingham Youth Employment Strategy 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 NCC & DWP Nottingham Youth Employment Strategy
- Exploring the potential impacts NCC & DWP Nottingham Youth Employment Strategy may have on protected groups
 - Again, using the extensive departmental experience, officers have a solid understanding of what impact support can have on protected groups
 - Based performance data on a portfolio of economic growth provision, we know that this type of intervention supports priority groups into employment, helps businesses grow and more broadly benefits communities
- Where needed, individuals or organisations with additional support needs are provided with additional support

- In order to increase the positive impact that the NCC & DWP Nottingham Youth Employment Strategy 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:

screentip-sectionD	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	N/A	<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>screen tip-section E</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screen tip-section F</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 young people with protected characteristics (including all groups identified in section 7, bar older individuals given this activity is focused on 16 – 24 year olds) in the following ways:</p> <ul style="list-style-type: none"> • Support people with protected characteristics increase access to jobs and skills • Support people with protected characteristics increase access Apprenticeships • Diversify the workforce representation and leadership roles in businesses through increasing the accessibility of skills support available to young people 	<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:

The Council will continue to deliver the strategy in a way that prevents any potential negative impacts the project might have on protected groups through regular monitoring and consultation with service users.

If negative impacts arise, the strategy will be resubmitted to EDI colleagues for comment

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>
<p>Approving Manager Signature:</p>  <p>Owen Harvey Economic Strategy Manager 07977963223</p>	<p>Date of final approval: 25/05/2022</p>

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.