

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

**Title of EIA/ DDM:** Employment & Training Provider Framework

**Name of Author:** Chris Grocock

**Department:** Development

**Director:** David Bishop

**Service Area:** Economic Development

**Strategic Budget EIA** NO

**Author (assigned to Covalent):** Chris Grocock

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

The procurement of a contractual framework for the provision of employability, skills development, and training services to be delivered to support unemployed city residents into employment, particularly associated with employment, apprenticeship and work experience opportunities secured on major developments as a result of Section 106 planning agreements

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

Monthly Unemployment Update February 2015 – 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</b><br><b>X</b> | <b>May adversely impact</b><br><b>X</b> | <b>How different groups could be affected</b><br>(Summary of impacts)   | <b>Details of actions to reduce negative or increase positive impact</b><br>(or why action isn't possible)  |
|--|---|---|---|---|
| People from different ethnic groups.                     | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                | <p><b>Ethnicity</b></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. In addition unemployment amongst black African and black African-Caribbean is higher (7.4%) than the overall city average (4.5%). This is detailed in the Nomis Unemployment by Ethnicity report for Nottingham City, October 2014.</p> <p><b>Age</b></p> <p>Nottingham also has a greater number of young people aged 18-24 who are</p> | <p><b>Ethnicity, Age &amp; Geography</b></p> <p>The procurement of a training provider framework will improve efforts to target employment, training, and skills development opportunities at unemployed Nottingham City residents, a greater proportion of whom are young and / or from an ethnic minority background, and live within the cities most deprived communities and neighbourhoods.</p> <p>This will be delivered through ensuring training is procured to support job seekers with specific barriers to</p> |
| Men  | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |
| Women  | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |
| Trans  | <input type="checkbox"/>                      | <input type="checkbox"/>                |   |   |
| Disabled people or carers.                               | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |
| Pregnancy/ Maternity                                     | <input type="checkbox"/>                      | <input type="checkbox"/>                |   |   |
| People of different faiths/ beliefs and those with none. | <input type="checkbox"/>                      | <input type="checkbox"/>                |   |   |
| Lesbian, gay or bisexual people.                         | <input type="checkbox"/>                      | <input type="checkbox"/>                |   |   |
| Older  | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |
| Younger  | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |
| Other (e.g. marriage/ civil                              | <input checked="" type="checkbox"/>           | <input type="checkbox"/>                |   |   |

partnership, looked after children, cohesion/ good relations, vulnerable children/ adults, people from deprived neighbourhoods).

***Please underline the group(s) /issue more adversely affected or which benefits.***

out of work: one of the highest overall unemployment rates in Nottinghamshire and one of the highest in the East Midlands.

### **Geography**

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).

### **Gender**

Imbalances in gender employment remain. According to the Nomis Unemployment by Ethnicity report for Nottingham City, October 2014, female unemployment still fell at a slower rate than male in the last year and at a slower rate in every ethnic group.

### **Disability**

As per the NCC Benefits Bulletin of Feb 2014 there are over 16,560 Incapacity Benefit, Severe Disability Allowance, and Employment & Support Allowance claimants in Nottingham. This represents 7.6% of the population and is well above the national average of 5.9%.

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.

They will targeted through contracting and working with community-based charities and special interest groups that are already engaged in supporting these communities and will be best place to deliver bespoke training as part of this framework.

### **Gender**

The Provider Framework will also expand training for sectors which have a more equal gender balance, thus providing a greater breadth of training for City residents who are women.

### **Disability**

The Provider Framework includes requirements for contractors to deliver training that supports some our harder-to-reach communities with more barriers to learning and work including those with disabilities

**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:**

Three month reviews of impact, outcomes, and operational function of the framework, plus an annual consultation with partners on key delivery issues – both of these will include impacts on equalities

**Approved by (manager signature):**

Nigel Jackson  
Employment & Skills Manager  
0115 8762523



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

10<sup>th</sup> April 2015

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.