

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: NCC to act as Accountable Body for Rebalancing Outer Estates Foundation funding

Name of Author: Alex Reader

Department: Development

Director: David Bishop

Service Area: Econ Dev

Strategic Budget EIA Y/N (please underline)

Author (assigned to Covalent):

Brief description of proposal / policy / service being assessed:

Rebalancing the Outer Estates Foundation is a registered charity, wholly dependent on the energy and good will of the people and partners that it works with. It facilitates, convenes and motivates an agenda for change focussing on building strong communities and improving access to jobs, health inequalities, education, skills and training. It joins up both people and organisations to work together, this is the unique added value of Rebalancing. It brings a strong focus to improving the Nottingham North locality and produce lessons across the city, the sub region and nationally by selecting a small number of practical projects in jobs, health and the community.

Dept Communities and Local Government has agreed to award a grant to the Rebalancing the Outer Estates Foundation to support activities and projects identified in its business plan. Central Government requires the ability to both hold the Foundation to account and to ensure that the Department achieves good value for money. DCLG has requested that Nottingham City Council acts as the Accountable Body for the grant given the need for close links with the City Council's neighbourhood activities.

The Director of Economic Development has scrutinised the proposed projects and activities and all have been assessed as fitting with NCC objectives relating to Employment & Skills and Public Health. For some of the projects, NCC itself will be the recipient of some of the funding. All appropriate NCC financial assurance processes will be followed to ensure that NCC effectively manages and monitors the funding.

The projects to be supported with this funding include:

The Creative Eighth - This is the working title for the creative neighbourhoods' project in Nottingham North which supports creative businesses and entrepreneurialism in the area. This creative zone is a new cultural and creative industries initiative which creates jobs, growth, transformation of place and civic pride in the outer estate of Nottingham north. This project/funding allocation is to be used to appoint a Creative Eighth Coordinator on a full time basis. The coordinator will be responsible for motivating and organising the delivery of the creative eighth vision and will deliver against the outputs set. The Target outcome for the scheme is to encourage creativity, connectivity and entrepreneurialism in Nottm North with the knock on effect of creating a better space to live, increased job opportunities and a better linked community/city.

Key Outputs

- Create database / directory of existing cultural and creative and digital industry activity/assets / directory of organisations in NN and identify strategies for these to host more cultural and creative industries activity
- Track/identify 1 usable space both indoors and outdoors in each of 6 wards, and put in place strategies to 'unlock' them for public use and for creative purposes
- Organise 1 taster/showcase day in each ward (6) to highlight local talent, showcase the cultural and business support offer in the city and celebrate local assets.
- Produce Creative Eighth website as an information hub for the creative, cultural and entrepreneurial community of Nottingham North
- Raise profile of Creative Eighth through a developed communications, pr and media plan making best use of social media
- Working with Notts TV to set up a satellite centre for the station in Nottingham North which would deliver training opportunities For residents to learn about TV production/media etc and to ensure that a minimum of 50 residents get to access some form of media training

- Design and deliver a Go-see programme for cultural and creative organisations in Nottm North to engage with the city's cultural and creative organisations with a reciprocal element where city based organisations can familiarise themselves with Nottm North's cultural and creative assets
- A fundraising and income generation strategy for the Creative Eighth with The Arts Council Grants for the Arts bid as a first bid
- A calendar of cultural and creative events in Nottingham North working with the City Councils events team, the Bulwell town team and other private sector event deliverers

The Work Ready Scheme – Nottingham City Homes will take on approx. 20 unemployed/low income earners onto a work ready scheme designed to increase employability skills, give work experience with potential to moving into employment.

Key Outputs

- 4 Nottm Jobs Fund Vacancies created
- 75% attendees complete training, gaining employability skills and work experience
- 75% achieve CSCS card
- 50% secure employment

Street League in Nottingham North - Street Leagues are a charity who specialise in changing the lives of young people from disadvantaged backgrounds through the power of football. Street League engages with young people (17-24yrs) in a structured football and education 'Academy' programme, with two hours in the classroom and two hours on the pitch each day. This intensive 10-week programme develops vital employability skills such as communication, teamwork and goal-setting. It also offers nationally-recognised qualifications. Street Leagues hold CV-writing sessions and work with corporate partners to deliver mock interviews, in order to prepare participants for the real world, and following the Academy graduates move into six-week work placements.

Key Outputs

- 20 attendees from NN
- 80% attendees to achieve accreditation in functional maths
- 80% attendees to sit mock interviews
- 70% attendees to move into work experience as a result of the programme
- 40% attendees to achieve employment as a result of programme
- All students would be fed and watered each day, all students will receive a travel pass, all students would receive a football kit.
- Street Leagues to work with dwp to support childcare if needed and support the purchase of clothes for interviews

Nottm North Jobs Fair - To create links between the unemployed in Nottm North and employers/trainers. To be held on 18th March 2016.

Key Outputs

- 1000 visitors on the day

- 150 these securing jobs/apprenticeships
- 25 employers to attend
- 25 people to enquire into traineeship/apprenticeship

ROEF Website - Website creation and maintenance for 1 year promoting work of ROEF and its partners

Key Outputs

- Website creation and maintenance for 1 year
- Twitter & Facebook account creation and management
- Targetted social media campaign- targetted tweets/FB messages
- Photo library created and populated
- Unlimited email accounts generated

Lone Parent Programme - Programme to focus on lone parents in the Nottm north area linking them to current provision, assistance and opportunity as well as creating and platform/report for understanding barriers to works.

Key Outputs

- Create 6 lone parent information sessions - Explore and understand barriers to work for lone parents
- Create 1 employer engagement session - Raise awareness in employers of lone parent work force
- Map network of lone parents - Establish working lone parents group in each 6 zone (Dec - Jun 2016)
- Create lone parent Facebook page for Nottm North parents - idea sharing etc
- Create 1 session to introduce lone parent network to employers/trainers
- Secure 5 jobs by June 2016

ROEF Administration Support– ROEF staff are all seconded and currently work on different operating systems and IT platforms. The staff also need flexibility to work on the move and occasionally outside of office hours - requiring handheld/laptop devices

Key Outputs

Flexibility to work on the move and occasionally outside of office hours

Roots of Empathy Programme - Roots of Empathy's aims to build caring, peaceful, and civil societies through the development of empathy in children and adults. This is achieved through an evidence-based classroom program involving a mother and baby interacting with school children, that has shown significant effect in reducing levels of aggression among school children while raising social/emotional competence and increasing empathy

Key Outputs

- Help expand Roots of Empathy programme to be delivered in 5 additional schools (10 schools in total, an increase of 100%)
- On-board 15 volunteer families to programme volunteer family hours to local schools
- Deliver 150 volunteer family hours to schools
- 400 schools children reached by programme

Schools Skills Coach Programme - ROEF funding to be used and match funded to help partners bring a revised YEF/Nottm North NEET prevention programme in 4 secondary schools forward

Key Outputs

- 120 young people per year assigned Skills Coach to improve behaviour, attendance and attitude to school

Eastglade eco housing development - Neglected land "Eastglade site" in Nottingham. Area currently fenced off and unattractive/not functional. Demotivating for local community. Target for ROEF and partners (NCH) to purchase Eastglade land site and develop plan to deliver self build eco housing and sustainable food growing scheme.

- help city council manifesto to deliver low carbon homes in disadvantaged community
- increase tenant satisfaction
- Turn redundant land into nice area
- teach construction skills and create jobs

Key Output

Report including recommendations available by December 2016

Basford Hall Feasibility Study - ROEF in equal partnership with Nottm City Council and NCN propose a feasibility study to look at the potential to develop the site and create further FE space which focuses on Health/Health care. This could include the creation of business starter units leading to improved skills and increased job opportunities.

Key Output

- Completed feasibility study

An evaluation of the project and the use of funding will be completed by end of March 2017.

Information used to analyse the effects on equality:

Nottingham Insight - Pupil attainment - Key Stage 4 (GCSE)

NEET and Not Known Summary Ref: PM0024

Nottingham Insight - Unemployment Update January 2016

Nottingham_Matrix

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.		<input type="checkbox"/>	<p>The range of projects will target support at disadvantaged and vulnerable people in the North of Nottingham, particularly those in schools, the under 24s who are unemployed and lone parents</p> <p>There is a link between academic achievement and progression post 16, with learners in the vulnerable groups where 16-18 NEET and Not Known are significantly higher than average typically having lower academic achievement than those in other groups. Enhancing the skills of young people in the vulnerable groups would result in increased progression into entry level employment opportunities in the local labour market and subsequently lower NEET and Not Known figures.</p> <p>Of the 20 wards in Nottingham, Nottingham North has the top three areas of highest rates of unemployment, (Aspley – 1, Bulwell – 2 and Bestwood – 3) in addition, Bulwell has the second worst rate of NEETs in the city aged 16-18, with 9% of the age group not in Employment, Education or Training. The North Locality as a whole has 4% unemployment, compared to 2.4% in Central and 3.4% in the South.</p> <p>In addition to this,</p> <p>The majority of NEET, Not Known and unemployed people come from the City's most disadvantaged neighbourhoods, and Nottingham North has some of the highest figures of NEET in the city. Delivering these</p>	<p>Nottingham City Council as the accountable body will work closely with ROEF programme manager to ensure that the individual projects comply with the statutory requirements contained within the Equalities Act 2010, particularly the requirement to avoid discrimination against individuals with protected characteristics (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion, sex and sexual orientation). ROEF will take practical and proactive steps to ensure that individuals with protected characteristics are able to access and benefit from the activities</p> <p>Key actions:</p> <ul style="list-style-type: none"> Parity of opportunity is intrinsic to project design and delivery. NCC will ensure that ROEF and its partner organisations understand the range of potential clients and participants and to develop a full understanding of specific needs and requirements of the communities in Nottingham North, to ensure programme delivery supports access to its services for these communities including ensuring that all promotion and marketing materials are inclusive. All delivery partners will also seek advice from the wider network of groups and organisations representing communities in Nottingham North, they will work through the existing
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women		<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.		<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 type="checkbox"/>	<input type="checkbox"/>		
Younger	X	<input type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>		

			<p>programmes and activities in Nottm North wards will help with raising aspirations, improving skills and ensuring young peoples' decisions and progression into employment.</p> <p>Currently, Nottingham North has the 2nd, 3rd and 4th worst GCSE results in the city, in Bulwell, Bestwood and Aspley respectively. Of Children in Need in particular, 8.1% achieve 5 A*-C's at GCSE, showing how important it is to be working with these disadvantaged young people. In addition, 20.6% of Children in Need have persistent absenteeism.</p> <p>Securing appropriate progression at age 16 or 18 would reduce the number of young people claiming benefits and reduce the likelihood of their long-term unemployment.</p>	<p>Community links to ensure no groups are disadvantaged or excluded from the activities and projects</p>
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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):Alex Reader

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Date sent to equality team for publishing:
26/02/16

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.