

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

**Title of EIA/ DDM:** Integrated Employment and Skills Delivery

**Department:** Development and Growth

**Service Area:** Economic Development

**Author (assigned to Covalent):** Nicki Jenkins

**Name of Author:** Nicki Jenkins

**Director:** Chris Henning

**Strategic Budget EIA** Y/N (please underline)

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

Since the Growth Plan launched in 2012, the Employment and Skills function within Economic Development has supported over 6,000 into jobs, while at the same time we have supported Futures (a company jointly owned by Nottingham City and County Councils) to become a stronger, more resilient organisation working to support people (particularly young people) into employment across the N2 area.

However as Local Authority budgets continue to tighten, there comes an increased reliance on short term/grant funding to sustain and support employment related activity and NCC funding to Futures continues to decrease year on year. In addition with the direction of travel indicated through Devolution, there is potentially an increased role for local authorities to play (through the new Combined Authority) in relation commissioning of adult skills and employment related activity as the importance of ensuring strategic fit and integration at a local level becomes increasingly recognised.

Consequently there are three challenges that we need to address:

- How we sustain and grow the good work carried out by Futures and the Jobs Hub going forward,
- How we continue to develop an ongoing programme approach to delivery, rather than 'spotty' short term funded projects.
- How we differentiate between our role as a strategic commissioner and responsibilities for delivering specific outputs.

In order for us to address these challenges our proposed approach is to develop an integrated employment and skills offer, which brings together NCC, DWP and Futures delivery functions into one coherent service and which can work across local authority boundaries – allied to our devolution ambitions. At the same time to create within NCC (and in time with partners) a strong, strategic and commissioning unit for employment and skills activity.

All three organisations are fully committed to this integration, and are already working on the integration of processes, however to ensure that all of the above challenges are met we need to take this a step further. Currently Nottingham City Council directly delivers a number of functions, particularly part of the Nottingham Jobs Hub, Nottingham Jobs Fund and other associated services. To ensure the separation of delivery and commissioning it is proposed to transfer the management of these functions on a day to day basis to Futures.

In the short term those staff delivering these services will remain employed by Nottingham City Council, but will be seconded to Futures. NCC will then work with Futures to develop a service level agreement, setting out delivery expectations, on an annual basis. This will be reviewed periodically as funding to sustain the activities is secured, with the aspiration longer term that services will be transferred on a permanent basis.

While the purpose of the integration with Futures will be to streamline provision, there will still be a need for some management capacity on a day to day basis to be provided for these functions. From the 1st April the post of Jobs Hub Co-ordinator (funded through from the Jobs Hub allocation from the DWP is transferred to Futures and the post recruited to and employed by Futures with immediate effect to enable the post to be sustained until March 2017.

In addition there is a small budget of £30,000 per year available for the running costs of the hub (marketing, training costs etc). To minimise the level of administration required to spend on activity undertaken by the hub, it is also proposed to pass this funding to futures, to be managed within the aforementioned SLA.

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

Labour market data to analyse disadvantage in the labour market.  
Feedback from employers and jobseekers

	Could particularly benefit <b>X</b>	May adversely impact <b>X</b>	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 checked="" type="checkbox"/>	<input type="checkbox"/>	A more integrated approach to employment and skills delivery should ensure that the journey into work becomes much more effective and that those groups who are most disaffected are more likely to move into employment	Ongoing monitoring of those groups known to experience more disadvantage within the labour market.
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 type="checkbox"/>	<input type="checkbox"/>		
Younger	<input checked="" type="checkbox"/>	<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"/>		

**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:**

Quarterly performance monitoring.

**Approved by (manager signature):**

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

6/4/16  
Send document or link to:

**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.