

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Grow Our Own Social Worker Development Programme

Name of Author: Elaine Mitchell

Department: Children & Adults

Service Area: Children & Adult Social Work

Author (assigned to Covalent): N/A

Director: Helen Blackman

Strategic Budget EIA: N

Brief description of proposal / policy / service being assessed:

The 'Grow Our Own Scheme' is an employee self-funded pathway to achieving a Degree in Social Work, working in partnership with Manchester Metropolitan University (MMU). The scheme will give the opportunity to existing staff (subject to specified criteria) to undertake the recognised professional qualification known as the BA Degree in Social Work, whilst still in employment with the City Council. The scheme is an offer to colleagues across the Children's and Adults Directorates, subject to relevant minimum criteria. NCC will be contributing £3,000 to each candidate and the candidate will be taking out a career loan from NCC which will be paid back over a 5 year period.

As part of Social Worker workforce development, this scheme will give the potential for an additional 25 newly qualified social workers by June 2019 who will be able to then register with the Health and Care Professions Council and practice as a Level 1 Social Worker. This planning will add capacity to the current plan and support any additional turnover, and reduction of agency spend.

Applicants have been asked to complete an Expressions of Interest, in which their Manager has been asked to sign off agreement due to no back-fill and the requirement to undertake a total of a 170 placement over two consecutive years – the service needs to be able to provide adequate cover to continue to deliver high level services to citizens.

A short-listing process will take place and successful colleagues will be offered the opportunity to participate in a robust selection process, to ensure the applicant is ready for the academic study and also have the resilience to continue in work. MMU's own admission requirements for the degree, state that all entrants must have achieved at least Key Skills Level 2 in Mathematics and English. This is equivalent to a Grade C at GCSE. Successful Colleagues will start a programme of Accreditation of Prior Experiential Learning (APEL) process on or around 1 April 2017. Upon successful completion of the APEL programme candidates will automatically transfer on to the degree, commencing in September 2017 and completing in June 2019.

Colleagues accepted onto the scheme will remain employed on their substantive contract of employment, on the new terms and conditions within the Nottingham Contract.

Information used to analyse the effects on equality:

Please see workforce profile attached. We currently have 242 Social Workers in post across Adults and Children's services, with a good mix of age ranges, ethnicity (BME at 38.6%) and disability (7%). We do have gaps in our records on sexual orientation, where over half the workforce have not disclosed this information. We are aware that male social workers at 17.8% is an under representation. What is the profile (if known) as to who may be eligible at the moment?

The Scheme is open only to NCC colleagues working in a children's or adult's setting, this includes those employed on a part-time or job share basis.

This programme is not available to fixed term, casual or agency workers. We have 27 colleagues expressing an interest in the scheme to self-fund a Social Degree whilst in employment; 3 of these colleagues are male.

HR was consulted on widening the offer across the Council to all NCC employees but this was discounted due to arrangements in service for cover for 170 day placements, with no back fill and the level of experience required in working in a social care environment for a fast track Social Work Degree

Who could it benefit? This would be tied into your workforce profile where there is under-representation	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"/>	<input type="checkbox"/>	<p>Provide details for impacts / benefits on people in different protected groups</p> <p>Well experienced Male family support workers will be encouraged to apply</p> <p>Due to the fast track nature of this policy and the requirement to pay back an NCC career loan over a period of 4 or 5 years this could impact on a women who become pregnant during, or whilst still paying back the career loan</p>	<p>Once the scheme is agreed, we will look to invite other potential candidates to express an interest. A formal selection process will take place and individuals will need to meet criteria for academic study as laid down by MMU. This scheme is self-funded, so personal financial circumstance will be a factor for individuals</p> <p>In the case of maternity, NCC will consider the circumstances of each case and the Director will make a decision as to whether the colleague is to pay back the cost of the course in full, if they are unable to complete</p> <p>HR/Legal are developing guidance for the scheme for Managers to ensure consistency and fairness of its application this will be completed by 8.05.17</p> <p>The APEL process is the support delegates will have to assess their potential to be able to academically progress – this is a part of the scheme that is completed by all before they then start on the degree course and if issues identified remedial action can be taken</p>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input checked="" 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 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"/>		

			<p>to get the person up to speed</p> <p>There are no plans for positive action due to the nature of the course being self-funded and the position of needing to have specific experience and role to be able to access</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:

Robust monitoring of the programme will be required from MMU and the service, including equality data, records will be taken on selection and APEL outcomes and regular monitoring of progress on the course by Practice Educator and Manager oversight on a termly basis. A report will be completed for the Director to have oversight and comment on equality representation on candidates progress.

Approved by (manager signature):



Helen Blackman, Director of Children's Integrated Services,
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Date sent to equality team for publishing:

Send document or link to
equalityanddiversityteam@nottinghamcity.gov.uk

Date 23.02.17

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.

Children & Adults Social Work Workforce Profile as at 31st December 2016

Age Profile	Head Count	FTE Value	% Head Count
17-24	8	8	3.3%
25-34	85	79	35.1%
35-44	61	51.91623	25.2%
45-54	62	54.92163	25.6%
55-64	24	21.90271	9.9%
65+	2	2	0.8%
Grand Total	242	217.74057	-

Gender	Head Count	FTE Value	% Head Count
Female	199	174.74	82.2%
Male	43	43.00	17.8%
Grand Total	242	217.74	-

Ethnic Origin	Head Count	FTE Value	% Head Count
WHITE BRITISH	121	105.74	61.4%
BME	76	70.10	38.6%
NOT KNOWN	45	41.91	-
Grand Total	242	217.74	-

Disabled Status	Head Count	FTE Value	% Head Count
Disabled	13	12.00	7.0%
Not Disabled	174	156.04	93.0%
NOT KNOWN	55	49.70	-
Grand Total	242	217.74	-

Sexual Orientation	Head Count	FTE Value	% Head Count
Heterosexual	89	84.53	91.8%
LGBT	8	8.00	8.2%
NOT KNOWN	145	125.21	-
Grand Total	242	217.74	100.0%

