

EQUALITY IMPACT ASSESSMENT

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| STRATEGY/ACTION: Budget Proposal 13 | Department: Services for People |
| Person responsible for assessment: Janet Walke/Donna Jones Person responsible for strategy where different from above: Chris Sivers | Date of assessment: January 2012 |

Brief description of strategy, partners and those who will be affected by its delivery:

Review of People Workforce Development and Training Offer:

- Reduce workforce development offer for staff in Services for People to absolute minimum
- Only Category 'A' training i.e. essential to perform duties of the post
- Cease support to Early Years workforce
- End of the of the Graduate Leader Fund (GLF)
- Cease direct officer support to the Third Sector workforce

Introduction

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact Peter Roberts, Social Enterprise Development Manager 01325 388713

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

| Issue | Yes | No | If yes, what evidence do you have to demonstrate this? | If no, what do you plan to do to remove barriers to access? | |
|----------------------------------------------|-----|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Equality Act 2010 Protected characteristics: | | | | | |
| Age | ✓ | | The proposal for training will not impact on the Protected Characteristics per se. | | |
| Disability | ✓ | | This proposal relates to the provision of training across the children's workforce. The proposal will focus training in line with essential criteria for Council employees i.e. only training identified in annual PDR as Category A will be provided. | | |
| Gender reassignment | ✓ | | | | |
| Pregnancy and Maternity | ✓ | | | | |
| Race | ✓ | | | | |
| Religion or belief | ✓ | | | There is potential for impact on Early Years Private, Voluntary and Independent Sector providers accessing training opportunities. | |
| Sex | ✓ | | | | |
| Sexual orientation | ✓ | | | Support to the PVI Early Years Workforce and Graduate Leader Fund will cease together with the cessation of the officer support to the Third Sector. | |
| Marriage and Civil Partnership | ✓ | | | | |

| Issue | Yes | No | If yes, what evidence do you have to demonstrate this? | If no, what do you plan to do to remove barriers to access? | |
|-------------------------------------------------------------------------------------|-----|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Local Priorities: | | | | | |
| Geographical impacts | ✓ | | The proposal for training will not impact on the Protected Characteristics per se. | | |
| Carers | ✓ | | This proposal relates to the provision of training across the children's workforce. The proposal will focus training in line with essential criteria for Council employees i.e. only training identified in annual PDR as Category A will be provided. | | |
| Young People leaving care | ✓ | | | | |
| Gypsies & Travellers | ✓ | | | | |
| Refugees & Asylum Seekers | ✓ | | | | |
| Unemployed or low income | ✓ | | | There is potential for impact on Early Years Private, Voluntary and Independent Sector providers accessing training opportunities. | |
| People with spent criminal convictions | ✓ | | | Support to the PVI Early Years Workforce and Graduate Leader Fund will cease together with the cessation of the officer support to the Third Sector. | |
| Other identified groups: Early Years' Workforce/PVI settings/Third Sector | ✓ | | There are potential impacts identified for the early years' workforce, voluntary sector workforce and PVI settings due to the reduced support for workforce development issues. There is the potential for indirect impacts on service users of settings. | | |

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

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| Yes | |
| No | ✓ |

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

(b) What needs to be done to prevent any potentially adverse impact?

There are no impacts identified from this proposal relating to the Protected Characteristics per se. However, impacts may be identified with individual providers in the early year's market.

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)

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| Yes | |
| No | ✓ |

If you have answered 'yes', please give examples of how equality is promoted.

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

| Group | Yes | No | If yes, please summarise evidence (Who? When? What were the outcomes?) | If no, are you satisfied that the strategy has no impact on this group? |
|--------------------------------|------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Age | ✓ | | <p>Consultation has been undertaken as part of the overall budget proposals for 2012-2015 on the following dates: -</p> <p>December 5, 2011 December 9, 2011 December 12, 2011 January 7, 2011 January 17, 2011</p> <p>In addition to these public events submissions have been received via an email forum, twitter, Facebook, email and letter.</p> | |
| Disability | ✓ | | | |
| Gender reassignment | | ✓ | | |
| Pregnancy and Maternity | | ✓ | | |
| Race | ✓ | | | |
| Religion or belief | ✓ | | | |
| Sex | | ✓ | | |
| Sexual orientation | | ✓ | | |
| Marriage and Civil Partnership | | ✓ | | |
| Geographical impacts | | ✓ | | |
| Carers | | ✓ | | |
| Young people leaving care | | ✓ | | |
| Gypsies & Travellers | | ✓ | | |

| Group | Yes | No | If yes, please summarise evidence (Who? When? What were the outcomes?) | If no, are you satisfied that the strategy has no impact on this group? |
|-------------------------------------------------------------------------------------|-----|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Refugees & asylum seekers | | ✓ | See above | |
| Unemployed or low waged | | ✓ | | |
| People with spent criminal convictions | | ✓ | | |
| Other identified groups: Early Years' Workforce/PVI settings/Third Sector | | | There are potential impacts identified for the early years' workforce, voluntary sector workforce and PVI settings due to the reduced support for workforce development issues. | |

Impacts for proposal 13 – Workforce Development and Training Offer

The proposal to review the training offer will not impact directly on protected characteristics. There are however, indirect impacts potentially for service users in terms of the training available to providers where children may be placed by their parents/carers.

The Early Years support to PVIs will be reduced, which may impact on their capacity for access to training. This will have a knock-on effect with the Early Years Service including CDO, FSAT and Inclusion staff who advise settings.

Currently third sector providers receive free training in relation to Induction and Common Core Offer. This will continue. Access to other training provision which is commissioned for EY Service by WFD and this is also co-ordinated by WFD.

Alternative methods for delivering training such as e-Learning packs, which supports face to face learning. Developing a blended approach to training will maximise the limited resources available.

Capacity issues are significant for the Third Sector in terms of their ability to draw down funding opportunities which are currently supported by WFD. Evolution has not been able to delivery on the CWDC requirements. It may be possible for them to build on the experience that they have gained on this project. Capacity and expertise issue for Evolution to continue to provide this training route.

Impacts on ASC Training provision for providers. No current charges for training – other than non attendance. Alternative model needs to be considered and/or developed. This would be based on priorities for Darlington rather than the priorities identified by PVI sector providers. There is a legal requirement to deliver training around AUTISM for adult and children's social care.

Safeguarding Training – for children's (LSCB) and adults (WFD)

Savings:

£164,000 Graduate Leader

£136,000 Staff and other training money

This is part of EIP Grant but is no longer ringfenced.

Key people to get impact feedback from are:

eVOLution (Hazel Thompson)

PVI Network (through Joan Heasman)

EY Service – Chris Archer