

Thurrock Council

Community Equality Impact Assessment

Service area and lead officer

Name of service	Children's Services
CEIA Lead Officer	Michele Lucas
CEIA Lead Officer job title	Assistant Director – Learning and Skills
CEIA Lead Officer email address	mlucas@thurrock.gov.uk

Subject of this assessment

What specific policy, strategy, function or service is the subject of this assessment?
Inspire Careers Savings
Borough-wide or location-specific?
<input checked="" type="checkbox"/> Borough-wide <input type="checkbox"/> Location-specific – please state locations below.
Click or tap here to enter text.
Why is this policy, strategy, function or service development or review needed?
The recent review by PWC has identified further savings within the Inspire Youth Hub. The business case sets the reductions that will be needed and the timescales for implementation. Our successful On Track programme is also ending from March 31 st and the staffing changes from this area are also included in the business case. This business case ensures that we are delivering our minimum statutory duties as outlined in the Section 114 that the LA has been issued. We have identified a small amount of additional funding to support our NEET reduction programmes. Inspire operates as a business within a business and as such will continue to identify further funding opportunities. The opportunity to bring economic development and skills together will provide other opportunities from external bodies including Thames Freeport.

1. Engagement, consultation and supporting information

- 1.1. What steps you have taken, or do you plan to take, to engage or consult (where applicable) the whole community or specific groups affected by this development or review? **This is a vital step.**

Steps you have taken, or plan to take, to engage or consult

This forms phase two of our new operating model and has been further developed by enhanced cross directorate working between Children's and Place. One of the clear messages from employees has been the complicated landscape this new model presents and that it is important to simplify this and enable both young people and adults to develop the skills to access both further educational opportunities and employment.

- 1.2. What data or intelligence sources have you used to inform your assessment of the impact? How have these helped you understand who will be affected by the development or review?

Sources of data or intelligence, and how they have been used

We have used data captured by Inspire for 2023 to inform this impact assessment. It will offer a baseline for an outcomes framework going forward.

Our work with 16-18 year olds is monitored by the service regularly and we have strong data sets which outline our excellent work around ensuring young people are engaging in education employment or training.

Our current NEET figure is 2% and we have 0% unknown figures which means we are very confident in the data that we are presenting. Given the move to statutory minimum these figures are likely to rise, and we will need to monitor closely the impact on our most vulnerable groups including care leavers, SEND and those in the criminal justice system.

The data only tells some of the story. To support this we have a portfolio of case studies that have helped to inform this CEIA and enable us to describe the journey of the young person, how they have progressed and gained the skills to enter the world of work.

2. Community and workforce impact

- 2.1. What impacts will this development or review have on communities, workforce and the health and wellbeing of local residents?

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
------------------------	----------	---------	----------	--	---

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Local communities in general	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The realignment of employability & skills with economic development will provide opportunities for residents around skills development. With the exciting regeneration opportunities available locally ensuring both adults and young people have skills that enable them to take advantage of new job opportunities.</p> <p>The removal of employability & skills workers as well as careers personal advisors will mean we will not be able to support the same number of young people we are currently.</p> <p>Business engagement programmes will cease e.g. Thurrock's Next Top Boss.</p> <p>We have strong tracking support and are currently in the top 5% across the country for tracking NEET and unknowns this will be significantly reduced with a reduction in careers advisors. Thurrock will not remain in the top 5%</p>	<p>The bringing together of skills and economic development will afford further opportunities for both young people and adults linked to the economic development and wider regeneration offer.</p> <p>Inspire will continue to seek funding opportunities to provide programmes to support young people. We also have good relationships with several external training providers and this will create further opportunities.</p> <p>Likely to see an increase in the number of NEET young people due to the reduction in support.</p> <p>Work will be undertaken to see if we can identify an organisation in the business sector to take this programme forward.</p>

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
				for NEET and unknowns.	
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	By bringing economic development and skills together the new operating model will support both young people and adults to obtain the skills to access local employment opportunities which is a key strategic drive of the skills recovery plan for Thurrock.	This work will be monitored by both the Brighter Futures Partnership Board and Backing Thurrock along with the newly established Business Leaders Partnership.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>A key strategic driver for the Backing Thurrock Skills Strategy and the Brighter Futures Strategy is around ensuring that young people and adults who have disabilities can be supported to gain employment.</p> <p>Reductions in the team will reduce the amount of work that can be undertaken in this area.</p>	Work will continue with our local colleges and businesses to support disability opportunities in the workplace – however this will be reduced due to capacity within the team.
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	N/A
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	N/A

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	We work with early years providers to support young parents and take up of our 2 and 3- and 4-year-old offer has remained above the regional and national average to continue within the combined economic development and skills to support women back into work.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The work with all educational partners ensures that they have strong inclusion policies which are reviewed by Ofsted	All education partners will be required to have an Equality and Diversity policy as well. Thurrock has a well-established English Speakers of Other Languages (ESOL) range of programmes, and we will continue to support minority groups to access employment opportunities locally.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	N/A
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Delivery of the service will support all residents and will be mindful of the responsibilities of those residents with caring responsibilities for children and / or other family members.	N/A
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	N/A

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Location-specific impact, if any	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>This new operating model applies across the borough and is focussed on the opportunity to link businesses and residents to identify skills for employment opportunities linked to our Backing Thurrock Skills Recovery Plan. Targeted work will be undertaken with residents who have identified vulnerabilities its disability or young people in the criminal justice system.</p> <p>The reduction in capacity to deliver will mean we have less resource to support vulnerable groups including care leavers and those in the criminal justice system.</p>	<p>All work within the Brighter Futures Strategy is focussed on outcomes for children and young people.</p> <p>The Backing Thurrock Skills Implementation plan focuses on outcomes for young people and adults. It has a clear strategic driver around working with vulnerable residents to ensure they benefit from the regeneration agenda locally.</p>
Workforce	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The current workforce is trained to deliver high quality careers advice to both young people and adults.</p>	<p>We appoint a number of apprentices into the team to ensure that we are growing our workforce and supporting both young people and adults with apprenticeship roles.</p>

Communities and groups	Positive	Neutral	Negative	Summary of positive and negative impacts	How will positives be maximised, and negatives minimised or eliminated?
Health and wellbeing of residents	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The community should see a more seamless approach to the skills offer from a skills perspective although the removal of careers advisors and those undertaking employability and skills work will reduce the amount of work that can be undertaken and will offer our minimum statutory duty, with a risk to work with our most vulnerable young people.	Targeted work will be undertaken with residents who have identified vulnerabilities including disability or young people in the criminal justice system.
Socio-economic outcomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	An outcome framework will monitor a key set of indicators for example number of young people aged 16-18 who are not in education employment or training to build an understanding of the impact on socio-economic outcomes.	Data on skills development for both young people and adults will also be recorded and presented to the Backing Thurrock implementation group for scrutiny and support where required.
Veterans and serving members of the armed forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No specific disproportionate impact.	N/A

3. Monitoring and review

3.1. How will you review community and equality impact once the policy, strategy, function or service has been implemented? These actions should be developed using the information gathered in sections 1 and 2 and included in your service area's business plans.

Action	By when	By who
This new operating model will be monitored by both the Brighter Futures Board and the Backing Thurrock Partnership.	June 2024	Michele Lucas

Review any additional feedback from engagement and update this CEIA accordingly	January 2024	Michele Lucas
---	--------------	---------------

4. Next steps

4.1. The information gathered must be used to inform reports presented to Cabinet or overview and scrutiny committees. This will give members a necessary understanding of the impact their decisions will have on different groups and the whole community.

Summarise the implications and customer impact below. This summary should be added to the committee reports template in the Diversity and Equality Implications section for review and sign-off at the consultation stage of the report preparation cycle.

Summary of implications and customer impact

Whilst this new operating model has been developed as a result of the current financial position of the council it affords an opportunity to bring together employability and skills and economic development. We will see a reduction in performance and an increase in the number of young people who are not in education employment or training and this will need to be monitored closely. Inspire will continue to try and identify funding opportunities to mitigate the impact for our vulnerable young people.

5. Sign off

5.1. This Community Equality Impact Assessment must be authorised by the relevant project sponsor, strategic lead, or assistant director. This should not be the CEIA Lead Officer. Officers authorising this assessment are responsible for:

- the accuracy of the information
- making sure actions are undertaken

Name	Role	Date
Michele Lucas	Assistant Director – Learning and Skills	13 October 2023