

Section 4

Equality

Analysis Toolkit

BOP009 Skills, Learning & Development

For Decision Making Items

November 2015

What is the Purpose of the Equality Decision-Making Analysis?

The Analysis is designed to be used where a decision is being made at Cabinet Member or Overview and Scrutiny level or if a decision is being made primarily for budget reasons. The Analysis should be referred to on the decision making template (e.g. E6 form).

When fully followed this process will assist in ensuring that the decision-makers meet the requirement of section 149 of the Equality Act 2010 to have due regard to the need: to eliminate discrimination, harassment, victimisation or other unlawful conduct under the Act; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard means analysing, at each step of formulating, deciding upon and implementing policy, what the effect of that policy is or may be upon groups who share these protected characteristics defined by the Equality Act. The protected characteristics are: age, disability, gender reassignment, race, sex, religion or belief, sexual orientation or pregnancy and maternity – and in some circumstances marriage and civil partnership status.

It is important to bear in mind that "due regard" means the level of scrutiny and evaluation that is reasonable and proportionate in the particular context. That means that different proposals, and different stages of policy development, may require more or less intense analysis. Discretion and common sense are required in the use of this tool.

It is also important to remember that what the law requires is that the duty is fulfilled in substance – not that a particular form is completed in a particular way. It is important to use common sense and to pay attention to the context in using and adapting these tools.

This process should be completed with reference to the most recent, updated version of the Equality Analysis Step by Step Guidance (to be distributed) or EHRC guidance at

<http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty>

This toolkit is designed to ensure that the section 149 analysis is properly carried out, and that there is a clear record to this effect. The Analysis should be completed in a timely, thorough way and should inform the whole of the decision-making process. It must be considered by the person making the final decision and must be made available with other documents relating to the decision.

The documents should also be retained following any decision as they may be requested as part of enquiries from the Equality and Human Rights Commission or Freedom of Information requests.

Support and training on the Equality Duty and its implications is available from the County Equality and Cohesion Team by contacting

AskEquality@lancashire.gov.uk

Specific advice on completing the Equality Analysis is available from your Service contact in the Equality and Cohesion Team or from Jeanette Binns

Jeanette.binns@lancashire.gov.uk

Name/Nature of the Decision

Skills, Learning & Development

What in summary is the proposal being considered?

The policy decision is to:-

Reduce the Skills Learning and Development service to a core service supporting the needs of the downsized county council. This will involve a 25% reduction in the size of the core service by April 2018.

To limit the recruitment of trainees, apprentices and graduates to the core business requirements of the county council and transfer the function to the HR service from 1st April 2017.

To continue the Ex Service mentoring programme and the Employment Support programme until the end of the current commitments in March 2017 and not to make any further commitments.

To continue to deliver the Disability Employment Support service through to the end of the existing DWP contract 31st March 2017, continuation of service beyond this would be dependent on a new contract and align with Lancashire Adult Learning College employment support functions for individuals with disabilities.

To remove expenditure above the final service level from the revenue budget from April 2016, and make provision within reserves for the balance in 2016/17 and 2017/18.

Is the decision likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected? If so you will need to consider whether there are equality related issues associated with the locations selected – e.g. greater percentage of BME residents in a particular area where a closure is proposed as opposed to an area where a facility is remaining open.

Yes could impact across all Lancashire communities particularly young peoples through reduced opportunities for employment training, ex-servicemen (predominantly male), lone parents, unemployed and disability groups.

Could the decision have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people
- Gender reassignment
- Pregnancy and maternity

- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

In considering this question you should identify and record any particular impact on people in a sub-group of any of the above – e.g. people with a particular disability or from a particular religious or ethnic group.

It is particularly important to consider whether any decision is likely to impact adversely on any group of people sharing protected characteristics to a disproportionate extent. Any such disproportionate impact will need to be objectively justified.

The proposal has identified changes that will impact on young people (trainees, apprentices, graduates), gender/predominately male (ex-service men mentoring) disability (Disability Support Service). Those people who enter the Workstart, Future Horizons, Apprenticeships and Professional Traineeships.

At the time of presenting this item further information is not available – as part of the EA process we will identify this data and update the full EA as and when information becomes available on what will be delivered as a consequence of the reduced size of the organisation. Where the data does not exist we will introduce monitoring systems to allow the analysis to be undertaken.

If you have answered "Yes" to this question in relation to any of the above characteristics, – please go to Question 1.

Yes

If you have answered "No" in relation to all the protected characteristics, please briefly document your reasons below and attach this to the decision-making papers. (It goes without saying that if the lack of impact is obvious, it need only be very briefly noted.)

N/A

Question 1 – Background Evidence

What information do you have about the different groups of people who may be affected by this decision – e.g. employees or service users (you could use monitoring data, survey data, etc to compile this). As indicated above, the relevant protected characteristics are:

- Age
- Disability including Deaf people
- Gender reassignment/gender identity
- Pregnancy and maternity
- Race/Ethnicity/Nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership status (in respect of which the s. 149 requires only that due regard be paid to the need to eliminate discrimination, harassment or victimisation or other conduct which is prohibited by the Act).

In considering this question you should again consider whether the decision under consideration could impact upon specific sub-groups e.g. people of a specific religion or people with a particular disability. You should also consider how the decision is likely to affect those who share two or more of the protected characteristics – for example, older women, disabled, elderly people, and so on.

Skills, Learning & Development will provide a service which is commensurate with the size and scope of LCC and the service will dovetail into the Strategic Plan. The 'how' and the 'where' our staff and our foster carers is not yet clear, but any plan will have equality of access etc built into the proposals.

Data on the number of participants who are disabled people and people from BME backgrounds from April 2014 to January 2015 for Workstart, Future Horizons, Apprenticeships and Professional Traineeship are set out below, although these services will continue to current commitments in future no further commitments beyond those to meet the core business needs of the council. :-

Scheme	Number of Disabled Participants	Number of BME participants	Male /Female	16-24 / 25+
Workstart and Workstart @ Your Business	6	50	241/127	295/45

Future Horizons and Future Horizons @ Your Business	5	6	28/38	66/0
Apprenticeships	3	9	42/34	66/10
Professional Apprenticeships	2	3	5/4	6/3

At the time of presenting this item the establishment information is not available for Learning Skills and Development Service and the ex-servicemen mentoring programme and the Disability Employment Services – as part of the EA process we will identify this data and update the full EA as and when information becomes available on these services.

Question 2 – Engagement/Consultation

How have you tried to involve people/groups that are potentially affected by your decision? Please describe what engagement has taken place, with whom and when.

(Please ensure that you retain evidence of the consultation in case of any further enquiries. This includes the results of consultation or data gathering at any stage of the process)

The results of consultation on the changes to the Skills, Learning and Development services will be analysed and taken into account when implementing the proposal. The findings of any consultation will be incorporated into this EA.

The County Council will undertake Statutory consultation process with Trades Unions with respect to potential for redundancies, July 2016. Consult on staffing structure to apply from April 2017 will be undertaken in July 2016. Consult on staffing structure to apply from April 2018 will be undertaken in July 2017.

Question 3 – Analysing Impact

Could your proposal potentially disadvantage particular groups sharing any of the protected characteristics and if so which groups and in what way?

It is particularly important in considering this question to get to grips with the actual practical impact on those affected. The decision-makers need to know in clear and

specific terms what the impact may be and how serious, or perhaps minor, it may be – will people need to walk a few metres further to catch a bus, or to attend school? Will they be cut off altogether from vital services? The answers to such questions must be fully and frankly documented, for better or for worse, so that they can be properly evaluated when the decision is made.

Could your proposal potentially impact on individuals sharing the protected characteristics in any of the following ways:

- Could it discriminate unlawfully against individuals sharing any of the protected characteristics, whether directly or indirectly; if so, it must be amended. Bear in mind that this may involve taking steps to meet the specific needs of disabled people arising from their disabilities
- Could it advance equality of opportunity for those who share a particular protected characteristic? If not could it be developed or modified in order to do so?
- Does it encourage persons who share a relevant protected characteristic to participate in public life or in any activity in which participation by such persons is disproportionately low? If not could it be developed or modified in order to do so?
- Will the proposal contribute to fostering good relations between those who share a relevant protected characteristic and those who do not, for example by tackling prejudice and promoting understanding? If not could it be developed or modified in order to do so? Please identify any findings and how they might be addressed.

There will be no impact upon current commitments and the reduced service will be commensurate with the requirements of a smaller organisation.

There will be limited recruitment of trainees, apprentices and graduates to the core business requirements of the county council only and the function will be reconfigured and the functions transferred to the HR service April 2017.

From April 2016 there will be no further commitments with respect to Workstart, Future Horizons, Apprenticeships and Professional Traineeship other than those to meet the core business needs of the council.

Review and reconfigure the service re Disability Employment Service and transfer functions to Lancashire Adult Learning if appropriate. The detail of this service has not yet been developed and therefore the impact on the disability groups is not known yet.

However we will need further information from design and delivery of the future service and its specific function outlined and how that will impact on protected

characteristic groups and for a robust analysis can be completed. Once this information is available we will update this EA.

Question 4 –Combined/Cumulative Effect

Could the effects of your decision combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

For example - if the proposal is to impose charges for adult social care, its impact on disabled people might be increased by other decisions within the County Council (e.g. increases in the fares charged for Community Transport and reductions in respite care) and national proposals (e.g. the availability of some benefits) . Whilst LCC cannot control some of these decisions, they could increase the adverse effect of the proposal. The LCC has a legal duty to consider this aspect, and to evaluate the decision, including mitigation, accordingly.

If Yes – please identify these.

Further information is needed to consider any combined or cumulative effect on the Skills, Learning and Development service and the functions it delivers to protected characteristic groups.

Question 5 – Identifying Initial Results of Your Analysis

As a result of your analysis have you changed/amended your original proposal?

Please identify how –

For example:

Adjusted the original proposal – briefly outline the adjustments

Continuing with the Original Proposal – briefly explain why

Stopped the Proposal and Revised it - briefly explain

The proposals will be reviewed following further analysis and upon results of the consultation.

Question 6 - Mitigation

Please set out any steps you will take to mitigate/reduce any potential adverse effects of your decision on those sharing any particular protected characteristic. It is important here to do a genuine and realistic evaluation of the effectiveness of the mitigation contemplated. Over-optimistic and over-generalised assessments are likely to fall short of the “due regard” requirement.

Also consider if any mitigation might adversely affect any other groups and how this might be managed.

From April 2016 there will be no further commitments with respect to Workstart, Future Horizons, Apprenticeships and Professional Traineeship other than those to meet the core business needs of the council.

The Disability Employment Service will be reviewed and reconfigured and functions will be transferred to LAL if appropriate.

Where appropriate mitigating actions will be developed and informed by the findings of the consultation.

Question 7 – Balancing the Proposal/Countervailing Factors

At this point you need to weigh up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of your analysis. Please describe this assessment. It is important here to ensure that the assessment of any negative effects upon those sharing protected characteristics is full and frank. The full extent of actual adverse impacts must be acknowledged and taken into account, or the assessment will be inadequate. What is required is an honest evaluation, and not a marketing exercise. Conversely, while adverse effects should be frankly acknowledged, they need not be overstated or exaggerated. Where effects are not serious, this too should be made clear.

This proposal has emerged following the need for the County Council to make unprecedented budget savings. We acknowledge that young people, gender and disability groups may be negatively affected however we will strive to minimise any negative impacts by developing as many mitigating actions as possible and by taking into account the views from the consultation.

Question 8 – Final Proposal

In summary, what is your final proposal and which groups may be affected and how?

The proposal is to:-

- Reduce the Skills Learning and Development service to a core service supporting the needs of the downsized county council. This will involve a 25% reduction in the size of the core service by April 2018.
- To limit the recruitment of trainees, apprentices and graduates to the core business requirements of the county council and transfer the function to the HR service from 1st April 2017.
- To continue the Ex Service mentoring programme and the Employment

Support programme until the end of the current commitments in March 2017 and not to make any further commitments.

- To continue to deliver the Disability Employment Support service through to the end of the existing DWP contract 31st March 2017, continuation of service beyond this would be dependent on a new contract and align with Lancashire Adult Learning College employment support functions for individuals with disabilities.
- To remove expenditure above the final service level from the revenue budget from April 2016, and make provision within reserves for the balance in 2016/17 and 2017/18.

The proposal will be reviewed in light of any further analysis and results of consultation.

Question 9 – Review and Monitoring Arrangements

Describe what arrangements you will put in place to review and monitor the effects of your proposal.

Appropriate monitoring procedures will be undertaken following the implementation of this proposal based on the relevant protected characteristics affected.

Equality Analysis Prepared By Pam Smith

Position/Role Equality and Cohesion Manager

Equality Analysis Endorsed by Line Manager and/or Service Head

Decision Signed Off By **Saeed Sidat**

Cabinet Member or Director

Please remember to ensure the Equality Decision Making Analysis is submitted with the decision-making report and a copy is retained with other papers relating to the decision.

Where specific actions are identified as part of the Analysis please ensure that an EAP001 form is completed and forwarded to your Service contact in the Equality and Cohesion Team.

Service contacts in the Equality & Cohesion Team are:

Karen Beaumont – Equality & Cohesion Manager

Karen.beaumont@lancashire.gov.uk

Contact for Adult Services ; Policy Information and Commissioning (Age Well); Health Equity, Welfare and Partnerships (PH); Patient Safety and Quality Improvement (PH).

Jeanette Binns – Equality & Cohesion Manager

Jeanette.binns@lancashire.gov.uk

Contact for Community Services; Development and Corporate Services; Customer Access; Policy Commissioning and Information (Live Well); Trading Standards and Scientific Services (PH), Lancashire Pension Fund

Saulo Cwerner – Equality & Cohesion Manager

Saulo.cwerner@lancashire.gov.uk

Contact for Children's Services; Policy, Information and Commissioning (Start Well); Wellbeing, Prevention and Early Help (PH); BTLS

Pam Smith – Equality & Cohesion Manager

Pam.smith@lancashire.gov.uk

Contact for Governance, Finance and Public Services; Communications; Corporate Commissioning (Level 1); Emergency Planning and Resilience (PH).

Thank you