

Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

| | |
|--|--|
| Name of policy, strategy or function: | Not in Education, Employment or Training (NEET) Support for Young People with Disabilities |
| Version and release date of item (if applicable): | |
| Owner of item being assessed: | Jane Seymour |
| Name of assessor: | Jane Seymour |
| Date of assessment: | October 2015 |

| Is this a: | | Is this: | |
|-----------------|------------|---|------------|
| Policy | No | New or proposed | No |
| Strategy | No | Already exists and is being reviewed | Yes |
| Function | No | Is changing | Yes |
| Service | Yes | | |

| 1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it? | |
|---|--|
| Aims: | To make a saving by removing the budget for the supported employment service |
| Objectives: | |
| Outcomes: | |
| Benefits: | To contribute to council's savings target |

2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

| Group Affected | What might be the effect? | Information to support this. |
|--------------------------------|--|-------------------------------------|
| Age | No impact | |
| Gender reassignment | No impact | |
| Marriage and civil partnership | No impact | |
| Pregnancy or maternity | No impact | |
| Race, religion or belief | No impact | |
| Sex and sexual orientation | No impact | |
| Disability | Removal of funding for supported employment service for young people with disabilities aged 16 to 25 | |

Further Comments relating to the item:

The council identified £20,000 in the current financial year for a supported employment service for young people with disabilities aged 16 to 25. National data shows that a high proportion of young people with disabilities are not in employment, education or training (NEET), even though many of these young people have the potential to be employed with the right support. Young people who do not have any learning difficulties but who have a physical or sensory impairment can usually access support through the government's Access to Work scheme. This scheme can fund items of equipment, sign language interpreters etc. However, young people with other types of special educational needs, such as learning difficulties or autism, have more complex and ongoing support needs in the work place which cannot be met through schemes such as Access to Work. Such young people may require a period of intensive job coaching to learn the tasks they need to perform in their job as well as support to understand the social expectations of the workplace. A supported employment service can help young people to gain employment and to sustain it and can be brought in by employers if problems arise to help prevent young people with disabilities from losing their employment. There are clear economic benefits to society if young people with disabilities can be supported to gain and sustain paid employment. The £20,000 allocated by the council in this financial year has been combined with a £28,000 grant from central government to improve employment outcomes for young people

with disabilities. The £28,000 can be carried forward to the 16-17 financial year and may become a recurring grant, although this is not yet known.

The proposal is to remove the £20,000 council funding at the end of the current financial year.

Young people with disabilities who are over 18 and who meet the criteria for a service from Adult Services may be able to access supported employment services through Adult Social Care.

Young people who have SEN / disabilities and who **do not qualify** for a service from Adult Social Care will have the opportunity to access a supported employment service funded through the £28,000 central government grant, but this will be a lower level of service than that which could have been provided with additional council funding.

3 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?

No

Please provide an explanation for your answer:

The savings proposal is no longer going ahead so there will be no impact on inequality.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?

No

Please provide an explanation for your answer:

As above

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

4 Identify next steps as appropriate:

Stage Two required

No

Owner of Stage Two assessment:

Jane Seymour

Timescale for Stage Two assessment:

November 2015

Stage Two not required:

Not required

Signed: Jane Seymour

Date: 15.10.15