

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:	Alternative Service Delivery Model for ITeC and Riverside Training
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Equality Analysis completed by:	Responsible Officer:
Karen Alexander, Employment and Training Manager	Name/Job Title: Ian Williams, Director of Business Investment Team
Date: 2 May 2013	Date: 3 May 2013

Is this a:	Policy	()	Strategy	()	Function	()	Service	(X)	Project	()	Other	()
Is it:	New/Proposed	()	Changing/Being Reviewed	(X)	Other	()						

1. Purpose and Scope

Purpose and Scope

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

The Council's internal training centres deliver a wide range of training including Foundation Learning and Apprenticeships for both young people and adults across region. This provision is delivered by two training centres, Riverside Training and ITeC.

Both centres support the Council's corporate outcomes and themes - People (a city with high levels of skills and educational attainment and participation) and Economy (an inclusive city economy – for all ages). This includes the delivery to the Council's intended demographic target (disadvantaged and vulnerable people, including NEETs and people with low or no skills).

In December 2012, EMT agreed that although the training centres played a significant role in the provision of training to the Council's demographic target, they are not considered core business. A service review completed in 2012 concluded that working within the Council's operating model restricted the opportunity for Riverside and ITeC to maximise outputs. The decision was taken that the training centres should be given the opportunity to explore alternative service delivery models. This included developing the feasibility of transforming into an external social enterprise which was considered to be the most sustainable service delivery model.

The externalised service will be a social enterprise independent from the Local Authority, with a primarily social objective or purpose. The broad objective will be to continue to deliver its services to the Council's demographic target, but also to increase opportunities for business improvement as a result of new operating freedoms. The preferred legal entity for this social enterprise is a Co-operative Community Interest Company, or CIC. Approval is being sought from Cabinet to establish this new legal entity with a target date for the Co-operative CIC to be operational by 1 August 2013.

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

- Business Plan: Training Centres, ITeC and Riverside Training, August 2013 – July 2016. This includes Appendix 2 which gives an analysis of the socio-economic impact, demonstrating how the centres deliver to Sunderland's disadvantaged communities over the last 3 years from 2009-10.
- Business Case: Training Centres, March 2013
- Mutuels, Co-operatives and Social Enterprises: Legal Structures, Options and Implications, Sunderland ITeC Training Centres: SES, March 2013
- 'Alternative Social Enterprise Models suitable for adoption by the Council's Training Centres – ITeC and Riverside Training': SES, May 2012

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	The purpose of adopting the alternative service delivery model and externalise the training centres is to achieve the following improvements, which will create a positive impact for all learners using the service.	The service operates on a high ratio of staff to learners. In terms of the Apprenticeship programme, this is generally on a 1:1 basis with every learner being allocated their own	
Disability			
Gender/Sex			

Characteristic	List of Impacts		
	Positive	Neutral	Negative
	Following adoption of the alternative delivery model, the service will be able to:	assessor. This arrangement tends to contribute to the building of a strong relationship of mutual trust and understanding, whereby any particular needs/issues/problems encountered by the learner can be addressed in a supportive and positive way by their assessor. This delivery style will be continued under the new arrangements. No learners are currently disadvantaged because of any characteristics listed in this document and this will remain in the	
Marriage and Civil Partnership	<ul style="list-style-type: none">• Reduce its cost base, improve efficiency and value for money, so achieve “more for less”.• Further improve outcomes and benefits for the community.• Increase delivery of apprenticeships.• Respond more quickly and flexibly to local employer and business needs.		
Pregnancy and maternity			
Race/Ethnicity			
Religion/belief			
Sexual Orientation			

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Trans-gender/ gender identity	<ul style="list-style-type: none"> • Offer specialist provision to engage the most deprived residents and ensure none are excluded from the opportunity to improve basic and employability skills. • Help to reduce the number of NEETs and increase the number of residents in Sunderland in employment, education and training. • Provide the training and skills required by the residents of Sunderland and continue to fulfil the ambitions of the Economic Masterplan. <p>The service is used by a broad cross-section of people, who potentially share some or all of the protected characteristics covered by this Equality Impact Assessment. On this basis, it is expected that there will be a positive impact for all groups.</p>	future.	

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Of key importance in the process to establish an alternative delivery model for the training centres is to continue and sustain delivery to the Council's intended demographic target of disadvantaged and vulnerable people.

ITeC and Riverside Training currently offer specialist provision to engage the most deprived residents and ensure none are excluded from the opportunity to improve basic and employability skills.

The business plan, in appendix 2, demonstrates its effectiveness in achieving this aim. The socio-economic impact of the service has been analysed using the likelihood of the learner's household to be on benefits and also the average household income band of its learners. This measure has been applied to the last 3 years from 2009-10 to 2011-12 and across programmes including Entry to Employment (16-18 yr olds), Foundation Programme (16-18 yr olds), Programmes for the Unemployed (for people aged 19+) and Apprenticeships (aged 16-18 and 19+). The analysis shows that the services scores particularly highly on all such measures.

The legal entity for the new company has been identified as a Co-operative CIC (Community Interest Company) which must pass a "community interest test" and must produce annual reports that demonstrate its "community benefit". This will be addressed by demonstrating the continued focus on engaging with and progressing learners from the city's most deprived communities and those who have a low entry level in terms of skills and/or qualifications, as well as particular disadvantages or complex needs (such as young offenders or drug/alcohol users, or at risk of such issues).

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Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

None have been identified.

Policy/Decision/Project/Activity Title: Alternative Service Delivery Model for ITeC and Riverside Training

Responsible Officer: Ian Williams, Director of Business Investment

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

The major client group to be impacted by this service change will be the learners registered with the training centres. It is expected that the impact will be positive for all concerned. This is because the reason for implementing the changes are in order to bring about increased opportunity for business improvements and greater impact. The service will be able to operate more flexibly so that it can respond to user demand (both learners and local employers) more quickly and effectively, thus supporting the economic growth of the city and the corporate outcomes and themes of People and Economy .

Who will not benefit and why not?

No groups have been identified who might not benefit from this alternative service delivery model.

Who should be expected to benefit and why don't they?

As above.

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continues with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (X) Continue Despite Negative Implications () Adjust the Policy/Decision/Project/Activity () Stop ()

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Action Plan

[illegible]