

# **Southwark Council Skills Strategy Equality Analysis**

**September 2017**

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of your policies and practices on people with different protected characteristics is an important part of complying with the general equality duty.

Under the PSED the Council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the EHRC recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in equality impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity It be referenced in community impact statements in Council reports.

The public will be able to view and scrutinise any equality analysis undertaken. Equality

analysis should be written in a clear and transparent way using plain English. It may be published under the Council's publishing of equality information, or if part of a business plan, requested by the public under the Council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if the affects you expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Equality Analysis will not need to go to an Equality and Diversity Panel for feedback, as under the old Equalities and Human Rights Scheme. Community engagement is recommended as part of the development of equality analysis and the Council's Community Engagement Division and FEHRS can assist with this (see section below on community engagement). [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)

## Section 1: Equality analysis details

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	<b>Southwark Skills Strategy, 2017-2022</b>
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Equality analysis author		Liz Gardiner, Elaine Gunn			
Strategic Director:		Chief Executive			
Department		Chief Executive's Office	Division	Local Economy Team	
Period analysis undertaken		October / November 2017			
Date of review (if applicable)		6 months from the adoption of the strategy			
Sign-off	Stephen Gaskell	Position	Head of Chief Executive's Office	Date	30 <sup>th</sup> November

## Section 2: Brief description of policy/decision/business plan

### 1.1 Brief description of policy/decision/business plan

The vision of the Southwark's Skills Strategy is that "by 2022 Southwark will have a high quality skills offer that is accessible and responsive to learner and employer needs. The offer will support all learners to build resilience and develop valuable skills for a strong local economy now and in the future."

The aims and objectives of the strategy are:

- Residents have the opportunity to gain the type and level of skills they need to access local opportunities and progress in the labour market
- Employers invest in their workforce and have access to training provision that responds to their needs and allows them to recruit locally
- Employers and providers work collaboratively to develop a local skills offer that is responsive to the needs of the local economy

The strategy puts resilience, ambition and employability at the heart of our plans to support a strong local economy so residents and businesses are best equipped to deal with today's competitive jobs market and future challenges. The new strategy sets a series of ambitions and planned actions in four sections:

1. Learners
2. Employers
3. Providers
4. Funding / governance

Each section of the skills strategy contains ambitions and planned actions that lay the foundations for developing a local skills offer that is inclusive and responsive to need. In the current climate of uncertainty, the strategy reflects the need for flexibility and agility to respond to new challenges and to take advantage of new resources and partnership opportunities that become available over medium term.

### 1.2 Rationale for a local Skills Strategy

In 2016 the Government conducted the Area Based Review of Skills. This focused on securing financial stability of the Further Education sector, in the context of reduced government skills budgets. It was concerned with the quality of provision locally and lay the foundations for more local collaboration and leadership to address issues of quality and the miss match between the demand and supply of skills in central London. Brexit, low productivity, low-pay and the lack of in-work progression also make clear the need for local leadership in setting a direction for inclusive economic growth and developing more local accountability in the delivery of skills.

In the current climate of uncertainty, the strategy will reflect the need for a flexible approach in response to new challenges and also to take advantage of new resources and partnership opportunities that become available over the strategy's period. Our next steps will involve building strong monitoring and delivery to extend our engagement with partners and identify opportunities for further action.

Recent research commissioned by Central London Forward (CLF) and conducted by Institute of Public Policy Research (IPPR), draws links between employment and qualification level. Specifically evidence (Appendix 1, page 18) demonstrates that:

- Southwark's residents skills profile is similar to central London borough average (figure

1)

- The proportion of workers with high level qualifications has increased rapidly in central London (figure 2)
- Over two in three adults in employment in central London have higher level qualifications (figure 3)
- There is a high level of polarisation in terms of qualification between those in and out of work in central London, though to a lesser extent in Southwark (figure 4)
- Two in three central London residents in work are in high-skill occupations
- The proportion of jobs requiring a higher level qualifications (level 4 and above) across London will rise from 58 per cent in 2014 to 68 per cent in 2036. At the same time, relative demand for some lower-skilled occupations will decline, with administrative and secretarial occupations set to shrink from 10.5 per cent to 3.3 per cent of employment in London over this period. However, there is predicted to be a large increase in demand for elementary occupations in accommodation and food, and administrative and support services (figure 5)

The research also draws out the links between occupation and pay:

- The proportion of employees earning below the voluntary London Living Wage increased in every central London borough between 2010 and 2015, though to a lesser extent in Southwark (figure 6)
- Central London has high levels of employment in several high-skill sectors (figure 7)
- Most jobs and most jobs growth between 2010 and 2015 are in sectors associated with high and low rates of pay (figure 8)

Appendix 2 details the equalities analysis on which Section 4 of this EIA has been based. This EIA does not include educational attainment data, this will be considered further in the development of delivery plans.

## Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<b>Key users of the department or service</b>	<p>The skills strategy has been developed to build on the strengths to improve the skills offer in the borough, but also to enable us to make a strong case for the devolution of skills budgets to the local authority.</p> <p>Presently, key users of skills services are learners. These can be of all ages and backgrounds; some may not reside in Southwark. The skills strategy relates to the following educational functions:</p> <ul style="list-style-type: none"> <li>• Schools</li> <li>• Further education</li> <li>• Higher education</li> <li>• Adult and community learning</li> </ul> <p>Going forward, the council will aim to get employers more involved in the planning and delivery of skills services, in order to maintain relevance of local skills provision to the local labour market.</p> <p>The strategy will also affect existing skills providers, the strategy seeks to work more closely with providers ensuring that their offer is accessible to all learners but also to ensure quality skills provision in Southwark.</p> <p>Finally, the strategy details the council's position on the current skills system; the changes that the council believes will improve the way skills training is delivered and the outcomes that are delivered. Specifically, the devolution of skills budgets, the way skills provision is commissioned and the links between the skills system and local labour.</p>
<b>Key stakeholders were/are involved in this policy /decision/ business plan</b>	<p>A range of external and internal stakeholders have been consulted during the process of developing the Skills Strategy. Consultation has taken place at two key stages. Firstly an initial scoping session was held with partners in July 2017 considering the key challenges and opportunities locally as well as the key issues in relation to the four themes of the strategy. Secondly, consultation on the full strategy draft was held externally and internally in October and November 2017, in writing and augmented by a number of face to face meetings with the Business Forum and targeted discussions with council teams.</p> <p>External consultation partners and stakeholders included: DWP, Southwark Business Forum, Better Banks BID, Blue Bermondsey BID, Southbank BID, Team London Bridge BID, We Are Waterloo BID, Southwark Chamber of Commerce &amp; Industry, Federation of Small Businesses, Lambeth Council, Lewisham Council, Lewisham Southwark College, University of the Arts, Central London Forward, London College of Communication, Southbank University Bureau, Southwark Construction Skills Centre, London Based Learning Alliance, Morley College, Thames Tideway, British Land, Southwark schools, including Southwark Association of Secondary Heads, and delivery partners on our Southwark Works Framework.</p> <p>Further ongoing consultation and engagement will take place as the strategy is implemented. Following approval of the strategy, the first step will be to work collaboratively across all council services and with our private, public and third sector partners to develop the delivery plan. We acknowledge this level of ambition and change will be challenging, requiring partners to collaboratively tackle complex and multi faceted</p>

	<p>issues; to take immediate actions where we can; and create the basis for longer term changes where required. A delivery plan will be presented to Cabinet in spring 2018; actions and targets will be incorporated into the Council's performance management framework and into the relevant cabinet performance schedules.</p> <p>Groups to be part of this collaboration will include:</p> <ul style="list-style-type: none"> <li>• Schools</li> <li>• Further, Higher and other Education providers</li> <li>• Universities</li> <li>• Working age underemployed / unemployed / workless / economically inactive residents</li> <li>• Working age residents in work but receiving less than the Living Wage, or who are in economically insecure conditions</li> <li>• Larger businesses and developers and potential business start-ups</li> <li>• SME employers</li> <li>• Job Centre Plus</li> <li>• Commissioned services</li> </ul>
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## Section 4: Pre-implementation equality analysis

This section considers the potential impact (positive and negative) of proposals on the key 'protected characteristics' in the Equality Act 2010 and Human Rights, the equality information on which above analysis is based and mitigating actions to be taken.

**Age** - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

### Potential impacts (positive and negative) of proposed policy/decision/business plan

The Skills Strategy has a potential positive impact on all age groups. However, data analysis has suggested the demographic groups who should benefit from the strategy and where the implementation of the strategy should focus.

Highest qualification level (figure 9) information demonstrates that:

- Southwark residents aged 16-24 have a more diverse range of qualifications; and a greater proportion of residents are qualified at levels 3 and 4 (+) than London residents in the same age group. A lower proportion of Southwark residents in this age group have no qualifications, compared to London residents in the same age group.
- A greater proportion of Southwark residents aged 25-34 have a level 4 and above qualification in comparison to other age groups and the Southwark average. The lowest proportion Southwark residents in this age group have no qualifications. In comparison to London proportions. A greater proportion of Southwark residents are qualified to level 4 (+) compared to London residents in the 25-34 age group.
- Just under half (46.9%) of Southwark residents aged 35-49 have level 4 and above highest qualification level, this is greater than the proportion of Londoners in this age group.
- A greater proportion of Southwark residents aged 50-64 have no qualifications compared to the 19-24, 25-34 and 35-49 age groups.
- 58.8% of Southwark residents aged 65 and over have no qualifications, whilst just under half (49.9%) of London residents in this age group have no qualifications. A lower proportion of Southwark residents aged over 65 have levels 1-4 qualifications, compared to all other age groupings.

The above information suggests that younger people are more highly qualified than older people, though this masks some disparity within this age group:

- Information from labour market status (figure 10) shows that while the employment rate in Southwark is high, 16-24 year olds are still disproportionately represented in unemployment data. Employers report that younger people may be qualified, though do not necessarily have the skills / experience for the world of work.
- Anecdotal information from employment support providers and council 'preparing for adulthood' teams suggests that younger people who have learning difficulties and disabilities have lower levels of employability skills and find it harder to enter employment.

### Equality information on which above analysis is based

Highest qualification – Census 2011  
Unemployment age profile – Annual Population Survey (2016/17)

### Mitigating actions to be taken

The Skills Strategy has an ambition that 'all young people leave education equipped with the skills and knowledge they need to enter the world of work' and that 'learners of all ages, including those in work, are able to develop their skills to progress into better jobs and increase their earnings'. The council will be forming a delivery plan with partners on the actions required to deliver these ambitions. Activity will be focused around:

- Improve access to information and digital support for learners and help young people make informed decisions about their futures
- Support the development of work place skills in education and training through quality work placements and links with employers
- Support vulnerable learners by addressing barriers to learning, improving access to supported learning programmes and other opportunities to gain work place skills
- Work with employers and providers to increase the range of opportunities and entry points for residents to develop their skills and gain work based training

For projects, where applicable, there will be target-setting and monitoring to demonstrate impact of interventions on target age groups.

We will also implement skills and careers advice for lifelong learning and skills development in a rapidly changing labour market. We will also raise the profile of older people's relationship with the labour market and explore links to adult skills, the voluntary and community sector and wider council services, enabling all to share in the wealth and opportunities available to Southwark residents.

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

#### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

The Skills Strategy has a potential positive impact for people with disabilities. Data analysis has suggested that people with disabilities are less likely to have qualifications and be employed. Through the course of the strategy's implementation, the needs of people with disabilities will be considered and there will be specific actions relating to focusing on the skills of people with disabilities.

Highest qualification level (figure 11) information demonstrates that:

- A significantly greater proportion of Southwark residents whose day-to-day activities are limited a lot have no qualifications (and a significantly lower proportion have level 4 and above qualifications) compared to those whose day-to-day activities are not limited. The same can be said for those whose day-to-day activities are limited a little, though not to the same extent.
- A similar proportion of Southwark residents whose day-to-day activities are limited a lot have level 1 highest qualification as those whose day-to-day activities are not limited.
- In comparison to London-wide figures; a slightly higher proportion of Southwark residents whose day-to-day activities are limited a lot have no qualifications and a slightly lower proportion have levels 4, 3 and 2 as their highest qualification.

Disabled people are disproportionately represented in unemployment data, or in inactive benefit claimants. According to analysis from Scope (from the Labour Force Survey April – June 2016):

- 18 per cent of working age adults are disabled
- Over 3.4 million disabled people are in employment, disabled people are more than twice as likely to be unemployed as non-disabled people

#### **Equality information on which above analysis is based**

Highest qualification – Census 2011  
Labour Force Survey April – June 2016

#### **Mitigating actions to be taken**

Our support to unemployed Southwark residents will actively include support for people with disabilities. Through implementation of the strategy the aim is to mitigate these inequalities. The strategy details specific commitments to:

- Support vulnerable learners by addressing barriers to learning, improving access to supported learning programmes and other opportunities to gain work place skills
- Support local businesses to remove barriers to employment for those with complex needs, supporting them to access available resources and improve their recruitment practices

We are also aware that young people with disabilities face particular challenges to get into work. The traditional recruitment approach of application forms / CVs and interviews can represent an additional barrier to employment and employers – particularly smaller employers - can lack understanding of how to make adjustments for disabilities. The Council's Economic Wellbeing Strategy includes actions to work with employers to encourage accessible employment opportunities.

Learning disabilities can be a particular disadvantage with traditional recruitment and training approaches. In focus groups, young people and service providers highlighted the low levels of support often provided to young people with communication difficulties. Service providers suggested the possibility that long term unemployed young people could have unrecognised learning disabilities.

**Gender reassignment** - The process of transitioning from one gender to another.

#### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

Not known – no data available in respect of this protected characteristic in existing labour market and skills data. Through implementation of the strategy the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the strategy.

#### **Equality information on which above analysis is based.**

None currently available

#### **Mitigating actions to be taken**

Use of standard Council equalities monitoring categories will be considered as part of the development of implementation plans.

**Marriage and civil partnership** - Civil partners must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination).**

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

Not known – no data available in respect of this protected characteristic in existing labour market and skills data. Through implementation of the strategy the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the strategy.

**Equality information on which above analysis is based**

None currently available

**Mitigating actions to be taken**

Use of standard Council equalities monitoring categories will be considered as part of the development of implementation plans.

**Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

Not known. No historical data on this protected characteristic exists in current labour market or skills data. Through implementation of the strategy the aim is to promote the elimination of any discrimination. We recognise that periods away from work owing to pregnancy and childcare are a contributory factor to the gender pay gap. We are committed to promoting family-friendly employment policies through our own commissioning, and more widely through partnerships such as the Southwark Business Forum. Actions undertaken as a result of the Skills Strategy will consider the needs of individual learners.

**Equality information on which above analysis is based**

None currently available

**Mitigating actions to be taken**

Use of standard Council equalities monitoring categories will be considered as part of the development of implementation plans.

The council's Economic Wellbeing Strategy sets out the council's ambition that 'jobs are sustainable, with work that is fairly paid, reflecting our commitment to the London Living Wage and pay equality'. Actions are being developed to tackle the gender pay gap, and these will consider the part skills and periods away from the workplace can take.

**Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

The Skills Strategy has a potential positive impact for people of all ethnicities. Through the course of the strategy's implementation, the needs of people from all backgrounds will be considered.

Highest qualification level (figure 12) information demonstrates that:

- A greater proportion of people from a white British background are qualified to level 4 + and have no qualifications compared to the local skills profile. A smaller proportion of Southwark residents from a white British background are qualified to levels 1 and 2 and have apprenticeships or other qualifications. In comparison to London-wide proportions; a greater proportion of white British residents are qualified up to level 4+.
- Though a small sample size; a greater proportion of Southwark residents from a white Irish background have no qualifications, a smaller proportion have levels 1-4+ qualifications compared to the local skills profile.
- A greater proportion of people from other white backgrounds have level 4 + and apprenticeships or other qualifications, compared to the local skills profile and London population from the same background.
- The qualification levels of Southwark residents from mixed ethnic background is similar to that of London's mixed ethnicity population. Compared to the local skills profile, a lower proportion of Southwark residents from mixed backgrounds have level 4+ qualifications, and a slightly greater proportion have level 1-3 qualifications.
- A greater proportion of Southwark residents from an Asian background have level 4+ qualifications compared to the wider London's Asian population. And compared to the local skills profile, a greater proportion of Southwark residents from an Asian background have a level 4+ qualification and a lower proportion have no qualifications and levels 1 and 2 qualifications.
- The qualification levels of Southwark residents from black backgrounds is similar to that of London's black population. Compared to the Southwark skills profile, a lower proportion of Southwark black residents have level 4+ qualification level and no qualifications; a greater proportion have levels 1 – 3 qualification levels.

Labour market data shows ethnic minority and black groups to be over-represented in unemployment data compared to their proportion of the population in Southwark and in London (figure 13). The data also shows that this gap has narrowed over time.

### **Equality information on which above analysis is based**

Highest qualification – Census 2011  
Annual Population Survey – July 2009 - June 2017

### **Mitigating actions to be taken**

The Skills Strategy has an ambition that 'all young people leave education equipped with the skills and knowledge they need to enter the world of work' and that 'learners of all ages, including those in work, are able to develop their skills to progress into better jobs and increase their earnings'. The council will be forming a delivery plan with partners on the actions required to deliver these ambitions. Activity will be focused around:

- Improve access to information and digital support for learners and help young people make informed decisions about their futures
- Support the development of work place skills in education and training through quality

work placements and links with employers

- Support vulnerable learners by addressing barriers to learning, improving access to supported learning programmes and other opportunities to gain work place skills
- Work with employers and providers to increase the range of opportunities and entry points for residents to develop their skills and gain work based training

For projects, where applicable, there will be target-setting and monitoring to demonstrate impact of interventions on different ethnic groups.

**Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of religion (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

#### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

The Skills Strategy has a potential positive impact for people of all religious backgrounds. Through the course of the strategy's implementation, the needs of people from all backgrounds will be considered.

Due to small sample sizes, groups where they represent less than 5% of the Southwark population have not been analysed. This includes residents of Buddhist, Hindu, Jewish, Sikh and other religions / beliefs as the proportion of these groups make up less than 5% of Southwark's population.

Highest qualification level (figure 14) information demonstrates that:

- Compared to the Southwark skills profile, a smaller proportion of Christian residents have level 4 and above qualifications and a greater proportion have no qualifications.
- Compared to the Southwark skills profile, a smaller proportion of Muslim residents have level 4 and above qualifications and a greater proportion have no qualifications. Muslim people make up 7.3% of the Southwark population; though the Southwark skills profile for Muslim people is similar to the London wide Muslim skills profile.
- A greater proportion of Southwark residents who state they have no religion have level 4 and above qualifications compared to the Southwark skills profile; and a smaller proportion have no qualifications.
- The skills profile of those who did not state their religion is similar to the Southwark skills profile.

#### **Equality information on which above analysis is based**

Highest qualification – Census 2011

#### **Mitigating actions to be taken**

The Skills Strategy has an ambition that 'all young people leave education equipped with the skills and knowledge they need to enter the world of work' and that 'learners of all ages, including those in work, are able to develop their skills to progress into better jobs and increase their earnings'. The council will be forming a delivery plan with partners on the actions required to deliver these ambitions. Activity will be focused around:

- Improve access to information and digital support for learners and help young people make informed decisions about their futures
- Support the development of work place skills in education and training through quality work placements and links with employers

- Support vulnerable learners by addressing barriers to learning, improving access to supported learning programmes and other opportunities to gain work place skills
- Work with employers and providers to increase the range of opportunities and entry points for residents to develop their skills and gain work based training

For projects, where applicable, there will be target-setting and monitoring to demonstrate impact of interventions on different ethnic groups.

**Sex** - A man or a woman.

### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

The Skills Strategy has a potential positive impact for all Southwark residents. Through the course of the strategy's implementation, the needs of people from all backgrounds will be considered.

Highest qualification level (figure 15) information demonstrates that:

- Southwark males and females are significantly more likely to hold a level 4 qualification and above qualification than the London population. They are also significantly less likely to have no qualifications.
- Southwark males are significantly more likely to have level 4 and above qualifications (comparative error 0.4) and less likely to hold no qualifications (comparative error 0.69), compared to Southwark females.

Information on employment status (figure 16) and median pay (figure 17) demonstrates that:

- London females are more likely to work part time than London males and less likely to be self employed.
- Southwark residents are paid slightly more compared to London residents.
- In Southwark, similar to London, full time male workers are paid more than full time female workers.
- In Southwark, similar to London, part time male workers are paid less than part time female workers.

### **Equality information on which above analysis is based**

Highest qualification – Census 2011  
Employment status – Annual Population Survey 2016  
Median pay – Annual Survey of Hours and Earnings 2016

### **Mitigating actions to be taken**

Southwark Council is committed through an Economic Wellbeing Strategy ambition that there is genuine pay equality in Southwark and for Southwark residents, and we continue to embed the principles of equal pay and family friendly work practices across all our services and promote, influence strategically, and lobby nationally for fair wages and the elimination of the gender pay gap.

The strategy commits to promoting the London Living Wage and ensuring training is available at flexible times thus widening access to local opportunities. Through greater exposure to a wider range of career opportunities from a young age and the development of work place skills the strategy also aims to encourage more females to enter sectors where they are currently underrepresented. Examples of such sectors are Science, Technology, Engineering, Maths (STEM) and construction.



**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

Not known – no data available in respect of this protected characteristic in existing labour market and skills data. Through implementation of the strategy the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the strategy.

**Equality information on which above analysis is based.**

None currently available

**Mitigating actions to be taken**

Use of standard Council equalities monitoring categories will be considered as part of the development of implementation plans.

**Human Rights**

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

**Possible impacts (positive and negative) of proposed policy/decision/business plan**

While the programme will support residents to improve their quality of life and future life chances through skills development, consultations have not highlighted any direct impact on human rights as legally defined.

**Information on which above analysis is based**

None available

**Mitigating actions to be taken**

To be considered, as appropriate, when developing implementation plans.



## Section 5: Further actions and objectives

This section will be completed through the development of implementation / delivery plans

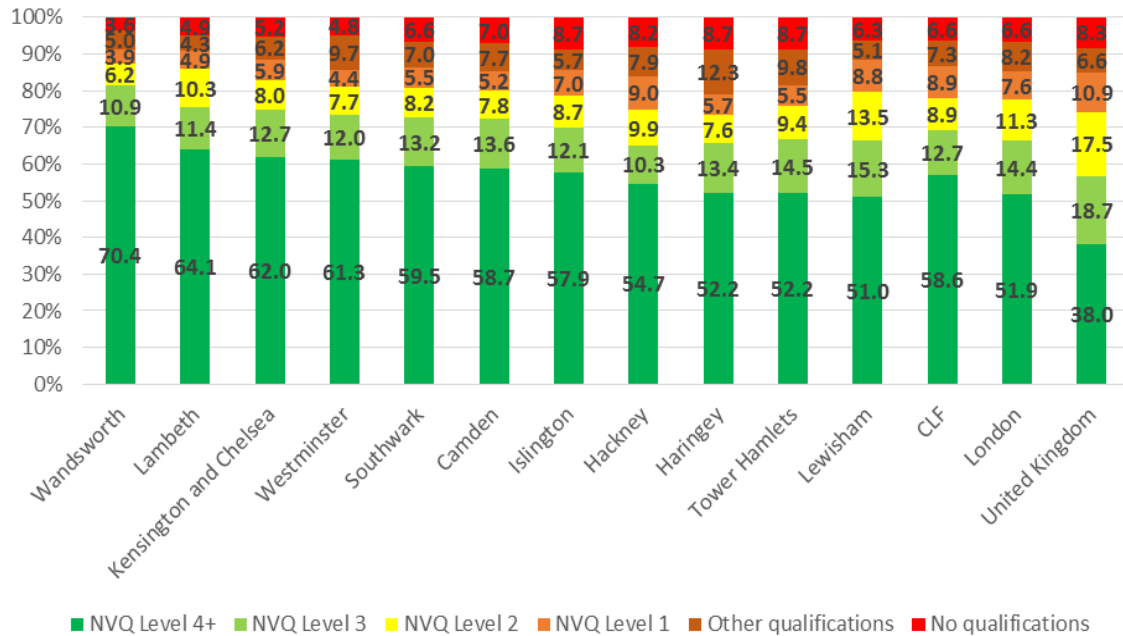
5. Further actions			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
Number	Description of Issue	Action	Timeframe
1	Data for some demographic groups and educational cohorts not available	When developing action plans consider the equalities monitoring requirements of the service	Ongoing
2			
3			
4			
5			
6			
7			

		Targets		
Objective	Current performance (baseline)	2018/19	2019/20	2020/21
Raise the profile of older people in the labour market	TBC	TBC	TBC	TBC
Take action to reduce the gender pay gap				
Provide inclusive learning that is widely accessible to all groups				
Support and encourage smaller businesses to utilise tools and resources available to enable them to offer more opportunities for people with disabilities.				

## Appendix 1 – Data analysis

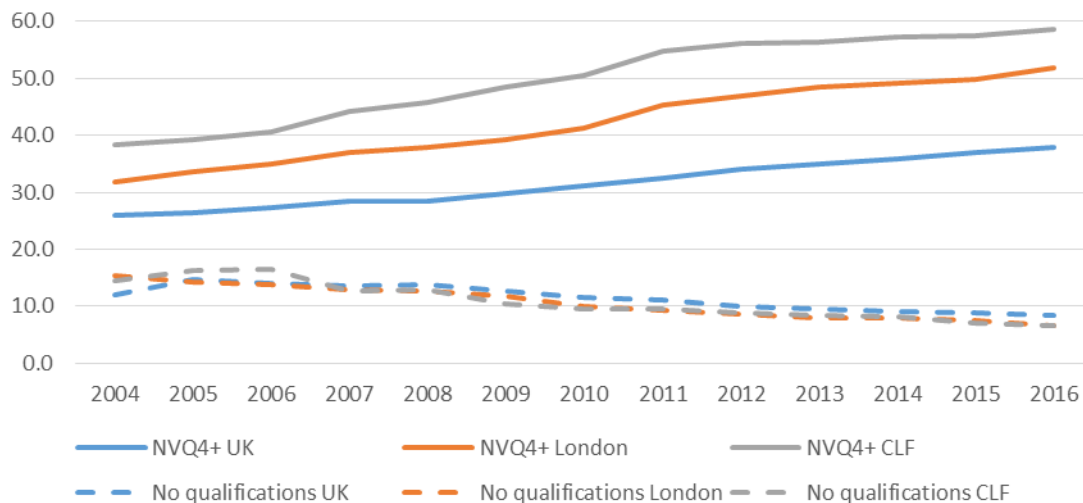
In order to develop an evidence base for the London skills system, in summer 2017 Central London Forward (CLF) commissioned the Institute of Public Policy Research (IPPR) to examine the available data on skills levels and employment. The following information is taken from IPPR's report (IPPR, forthcoming).

**Figure 1 – Highest level of qualification among adults aged 16 – 64 in CLF, London and UK, December 2016**



Source: IPPR (forthcoming) analysis of ONS 2017

**Figure 2 – Employment rate for residents with no qualifications and level 4 qualifications 2004-2016**



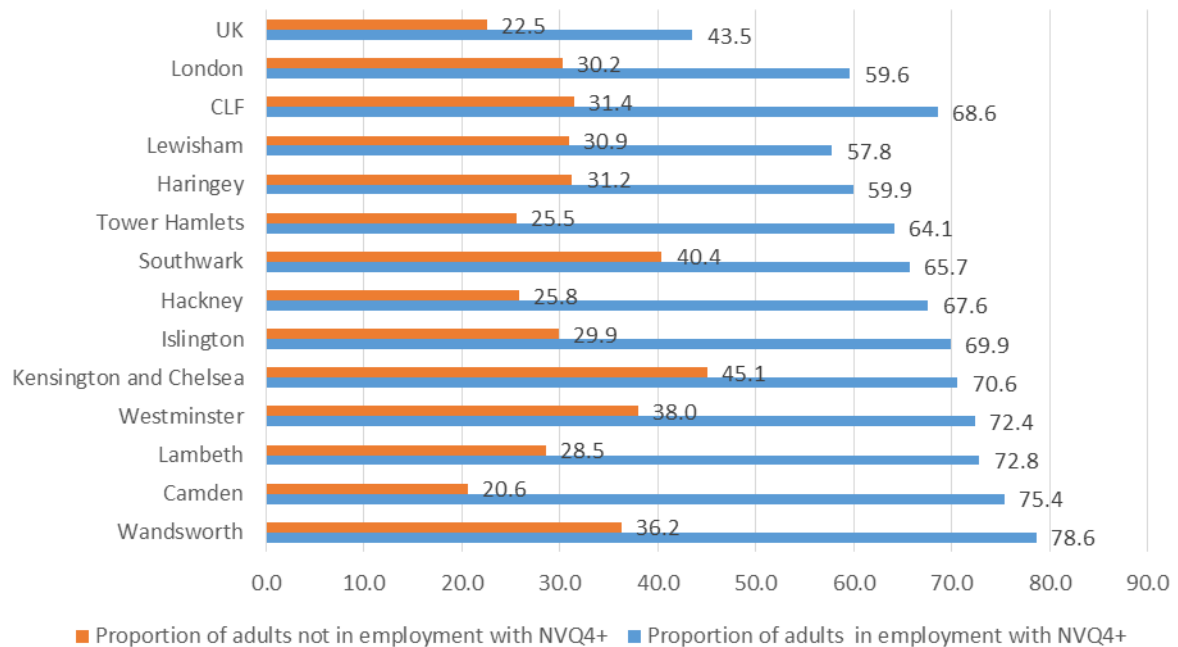
Source: IPPR (forthcoming) ONS, Labour Force Survey, 2004 – 2016

**Figure 3 – Proportion of employed people by qualification level**



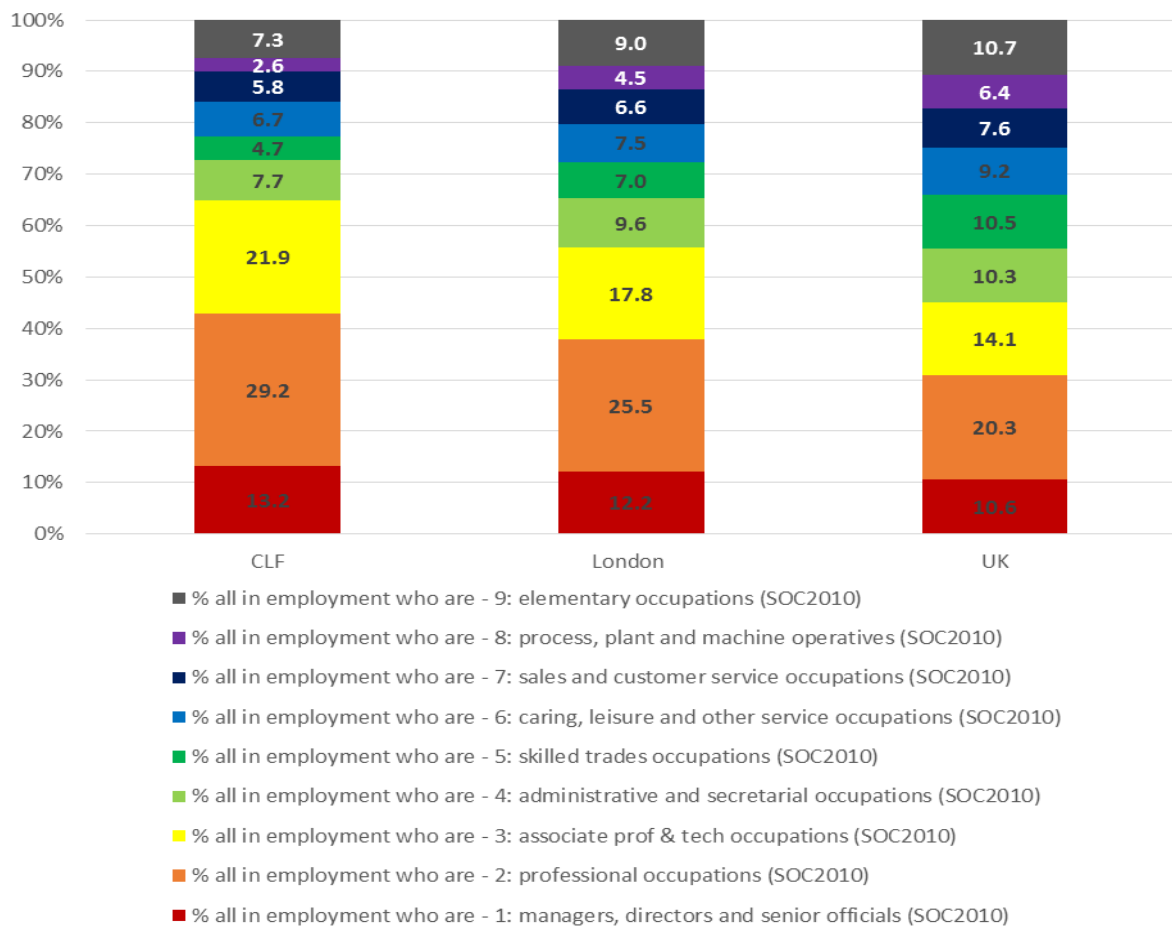
(IPPR, forthcoming)

**Figure 4 – Proportion of adults with a Level 4 qualification by employment status in central London boroughs, London and UK, 2016**



Source: IPPR (forthcoming) analysis of ONS 2017

**Figure 4 – Employment by sector in CLF, London and UK, 2017**



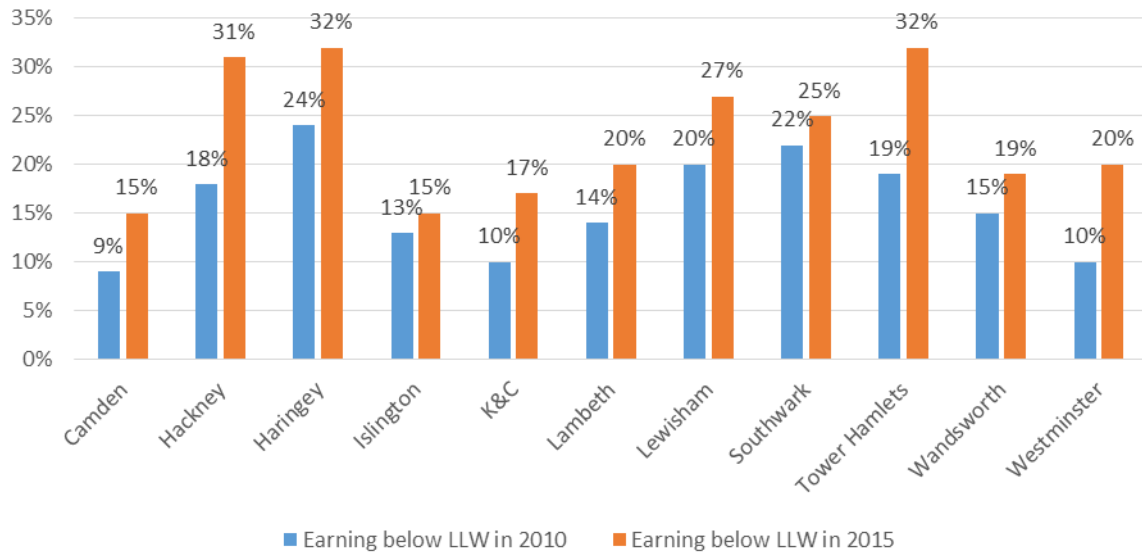
Source: IPPR (forthcoming) analysis of ONS 2017

**Figure 5 – Number and proportion of jobs in London, 2014 and 2036 (projected), by qualification**

	Total jobs 2014	Projected jobs, 2036	Proportion of jobs 2014 (%)	Proportion of jobs 2036 (%)	Annual projected percentage change
Degree or equivalent	2,425	3,379	50.2	60.0	1.5
Higher education	379	432	7.8	7.7	0.6
GCE, A-Level or equivalent	803	786	16.6	13.9	-0.1
GCSE grades A*-C or equivalent	604	591	12.5	10.5	-0.1
Other qualifications	421	470	8.7	8.3	0.5
No qualifications	201	192	4.2	3.4	-0.2
Total in all occupations	4,833	5,365	100.0	100.0	0.7

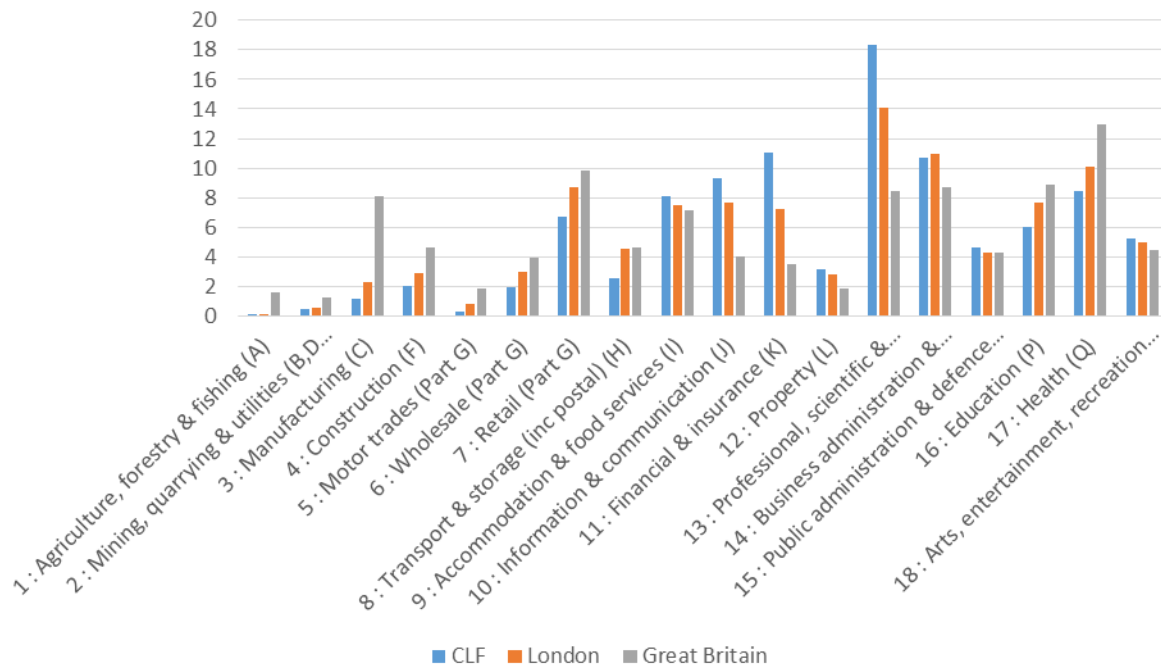
Source: IPPR (forthcoming), GLA Economics 2016

**Figure 6 – Proportion of employees earning below the London Living Wage in 2010 and 2015**



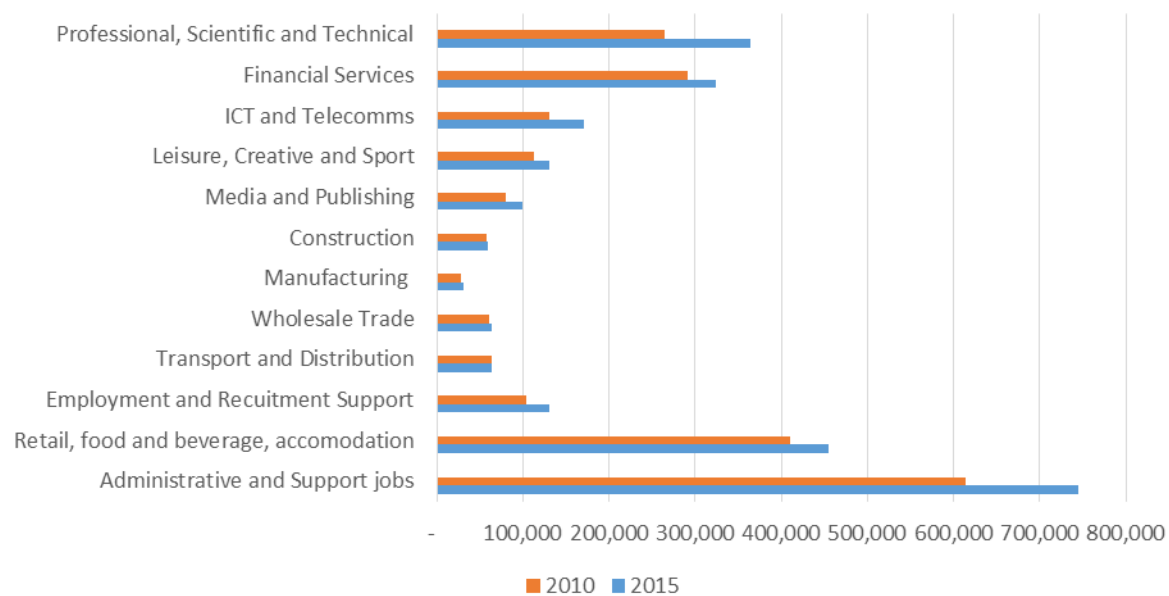
Source: IPPR (forthcoming), Metro Dynamics 2017

**Figure 7 – Proportion of employment by sector in CLF, London and UK, 2017**



Source: IPPR (forthcoming), analysis of ONS 2016b

**Figure 8 – Distribution of jobs by sector (2010-2015)**



Source: IPPR (forthcoming), Metro-Dynamics 2017

## **Appendix 2 – Demographic analysis**

In order to understand the impacts that the strategy could have on different demographic groups, available information on the following has been examined:

- highest qualification levels
- median pay
- occupations and industries
- educational attainment of young people

### **Definitions:**

No Qualifications: No academic or professional qualifications

Level 1 qualifications: 1-4 O Levels/CSE/GCSEs (any grades), Entry Level, Foundation Diploma NVQ level 1, Foundation GNVQ, Basic / Essential Skills

Level 2 qualifications: 5+ O Level (passes) / CSEs (grade 1) / GCSEs (grades A\*-C), School Certificate, 1 A Level / 2-3 AS Levels/VCEs, Intermediate/Higher Diploma  
NVQ level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First / General Diploma, RSA Diploma

Level 3 qualifications: 2+ A Levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression / Advanced Diploma  
NVQ Level 3; Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma

Level 4+ qualifications: Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE)  
NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level, Foundation degree (NI), Professional qualifications (for example teaching, nursing, accountancy)

Other qualifications: Vocational/ work-related qualifications, foreign qualifications (not stated/ level unknown)

Full time employment: Over 30 hours a week paid employment

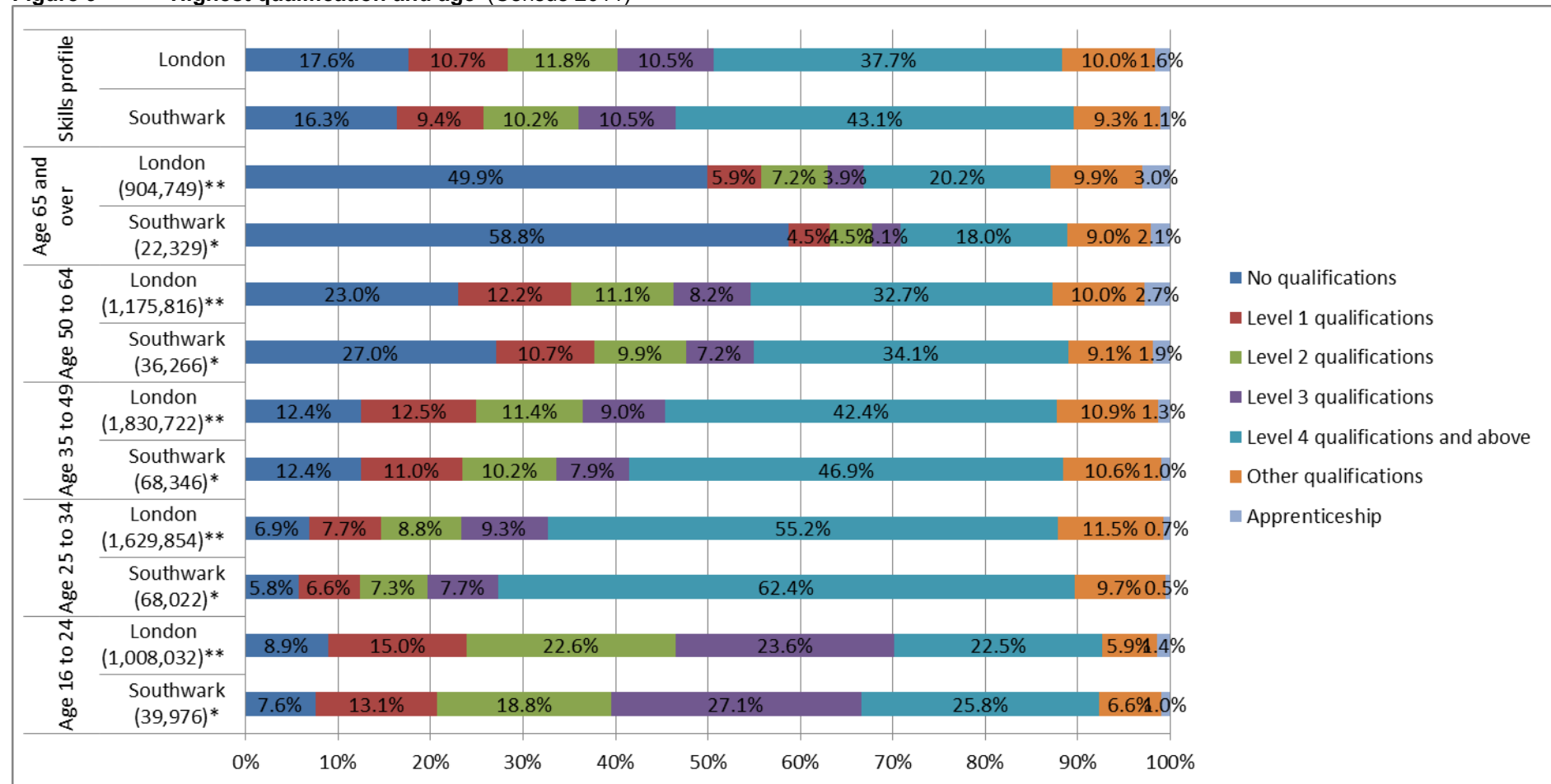
Part time employment: Up to 30 hours a week paid employment

Median pay: figures based on gross weekly pay

Unemployment: people who are 16-64 without a job, have been actively seeking work in the past 4 weeks and are available to start work in the next 2 weeks OR out of work, have found a job and are waiting to start it in the next 2 weeks.

## Age

**Figure 9 – Highest qualification and age (Census 2011)**

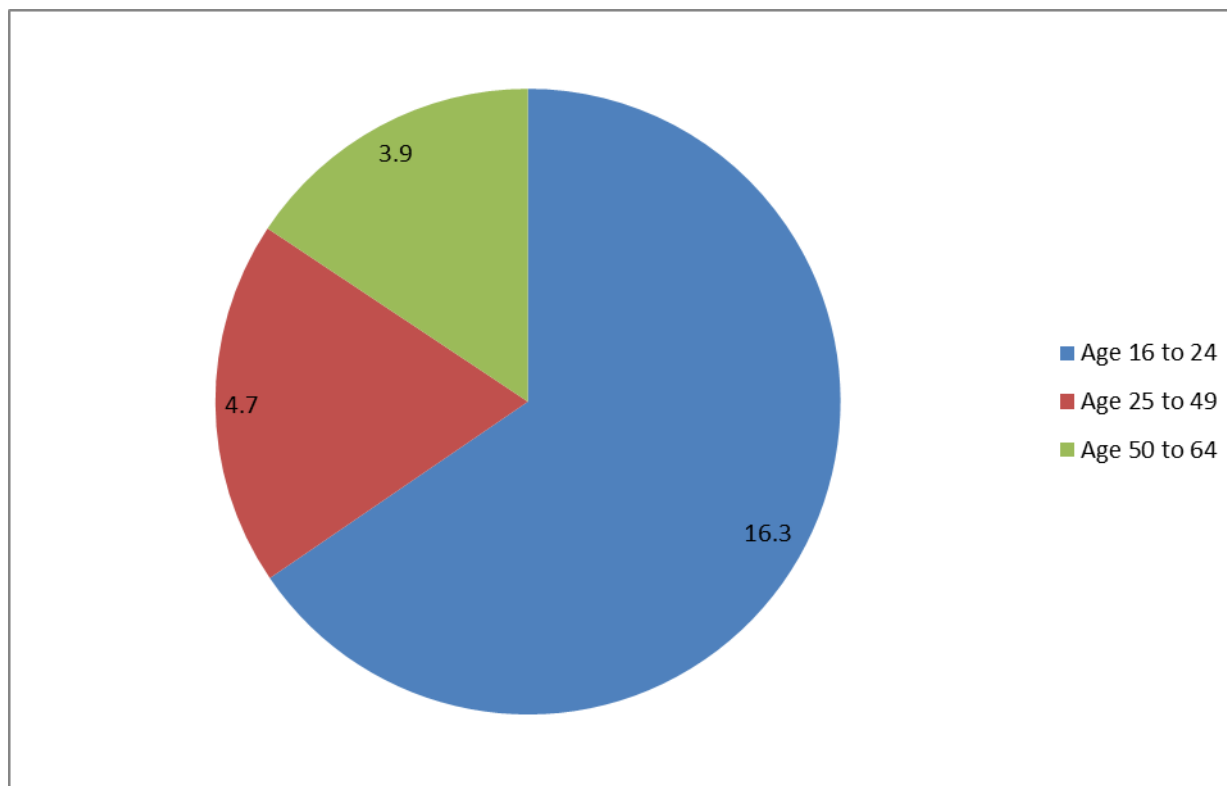


\* Southwark population size  
 \*\* London population size



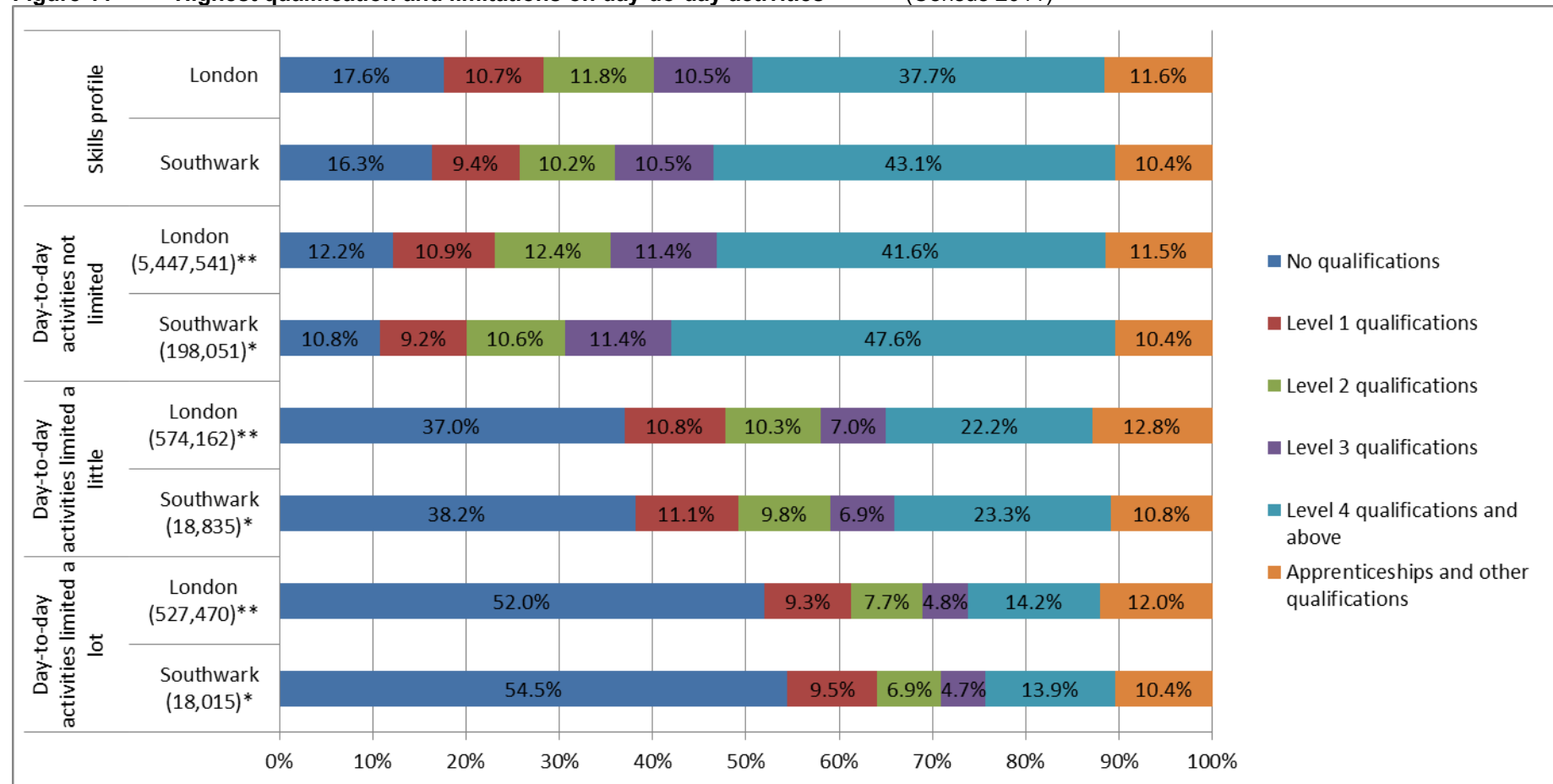
**Figure 10 – Unemployment age profile – London (%)**

(Annual Population Survey – April 2016 – March 2017)



# Disability

**Figure 11 – Highest qualification and limitations on day-do-day activities** (Census 2011)

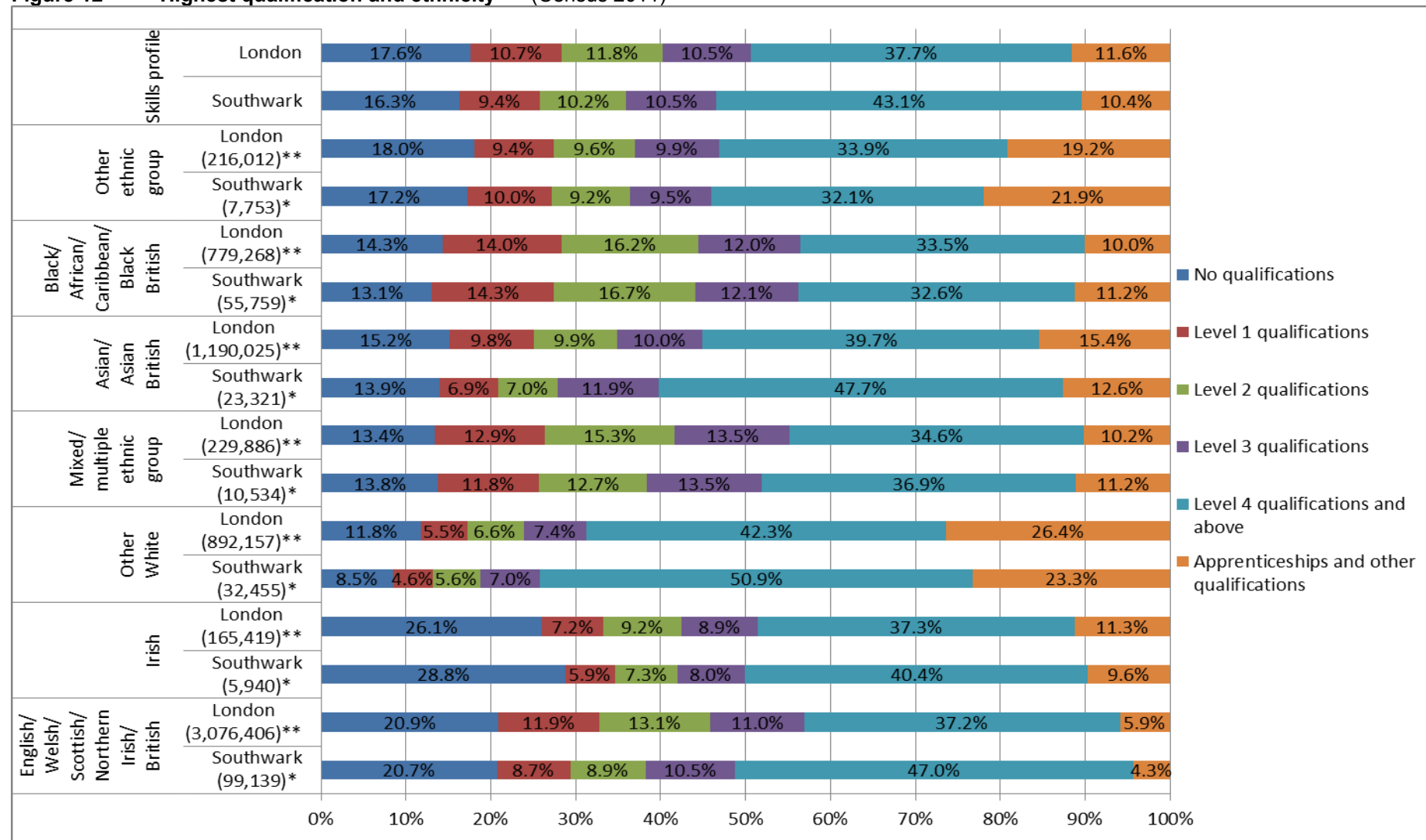


\* Southwark population

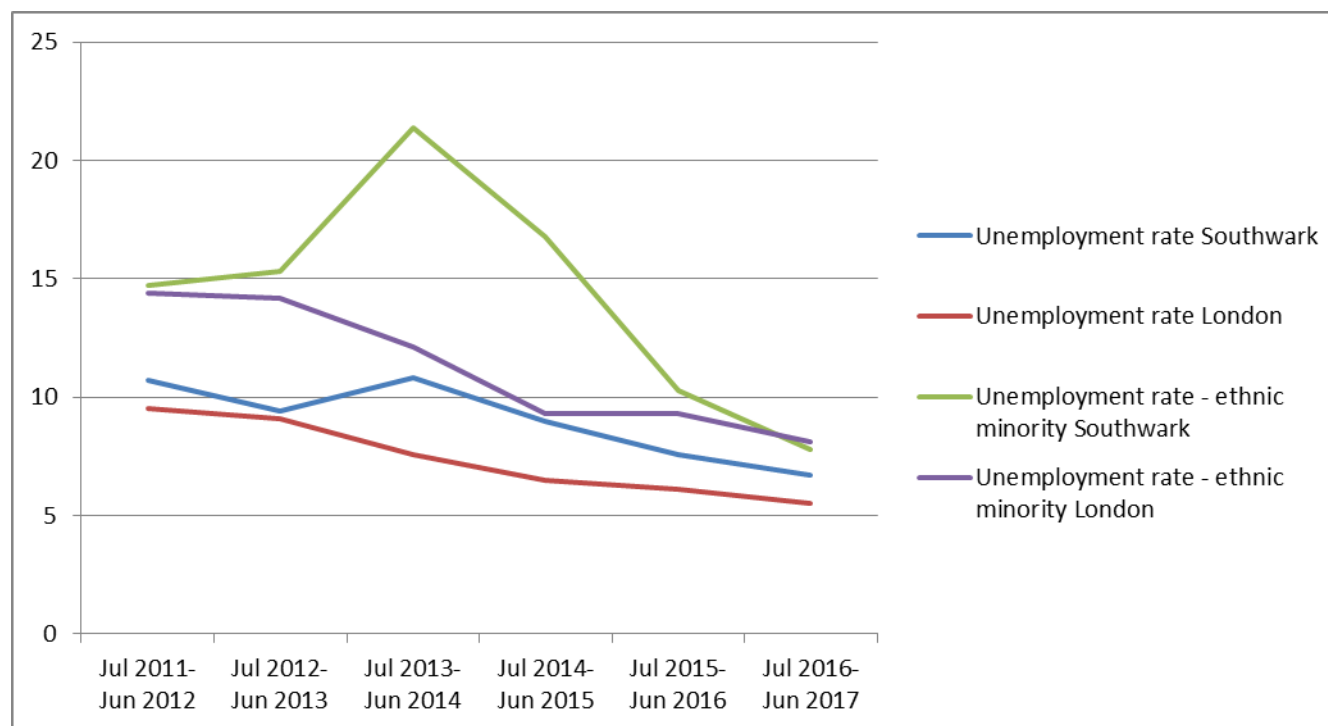
\*\* London population

# Ethnicity

**Figure 12 – Highest qualification and ethnicity** (Census 2011)

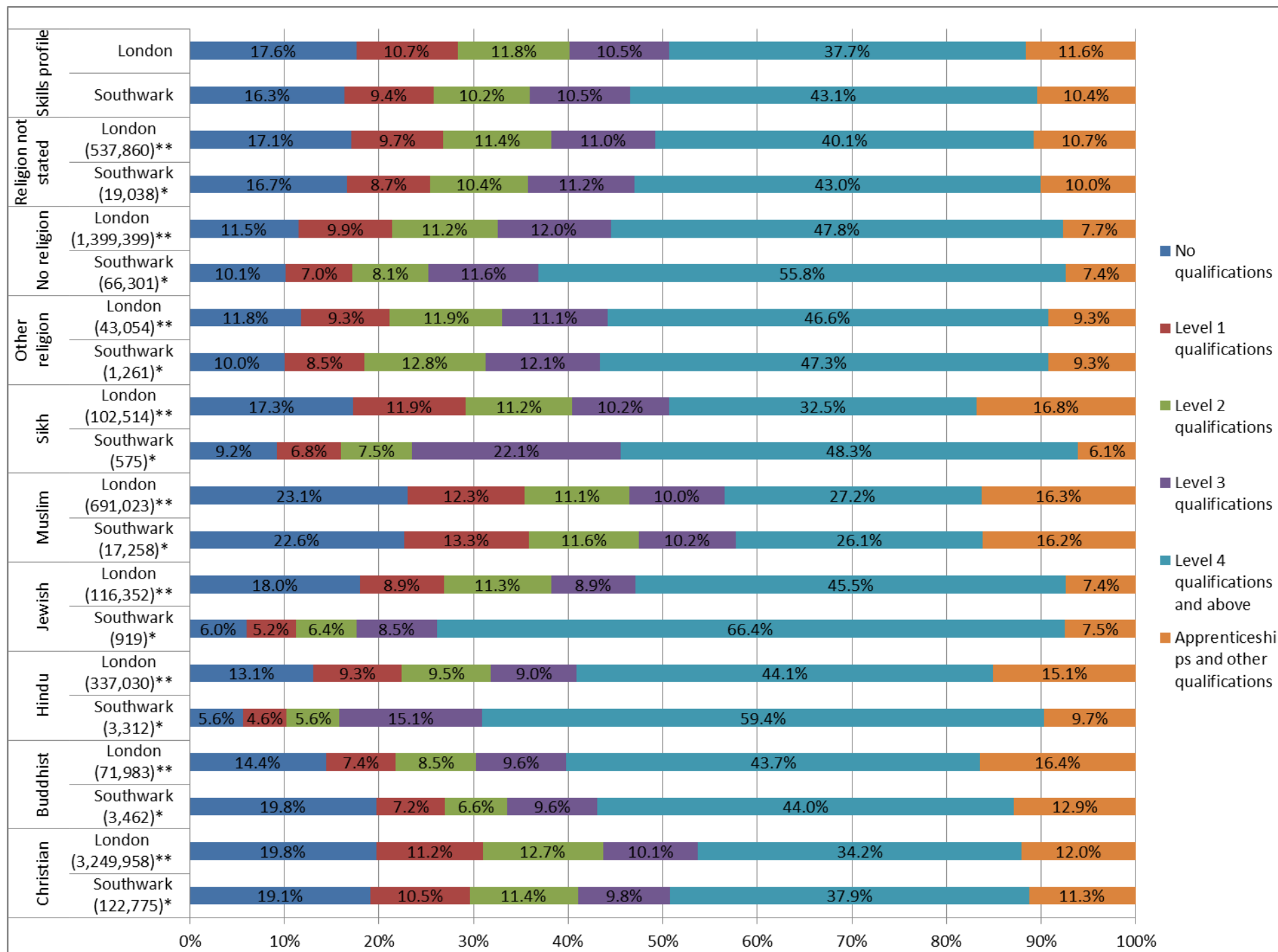


**Figure 13 – Unemployment rate and ethnicity** (Annual Population Survey)



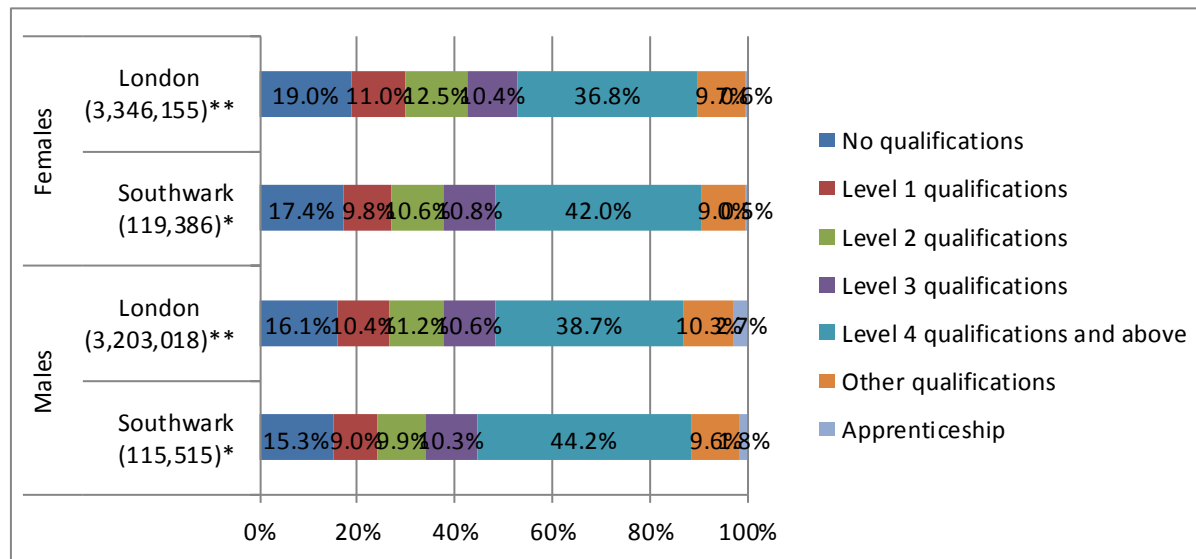
#### Religion and Belief

**Figure 14 – Highest qualification and religion / belief** (Census 2011)



# Gender

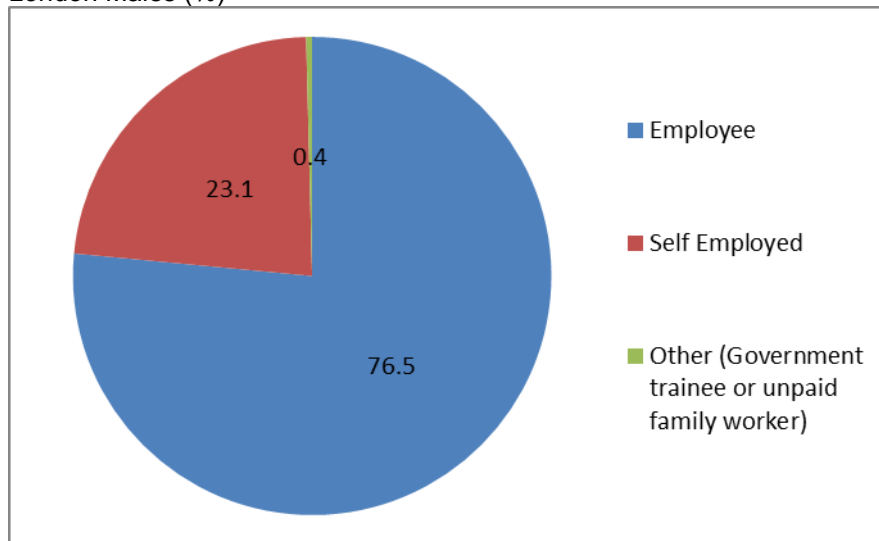
**Figure 15 – Highest qualification and gender** (Census 2011)



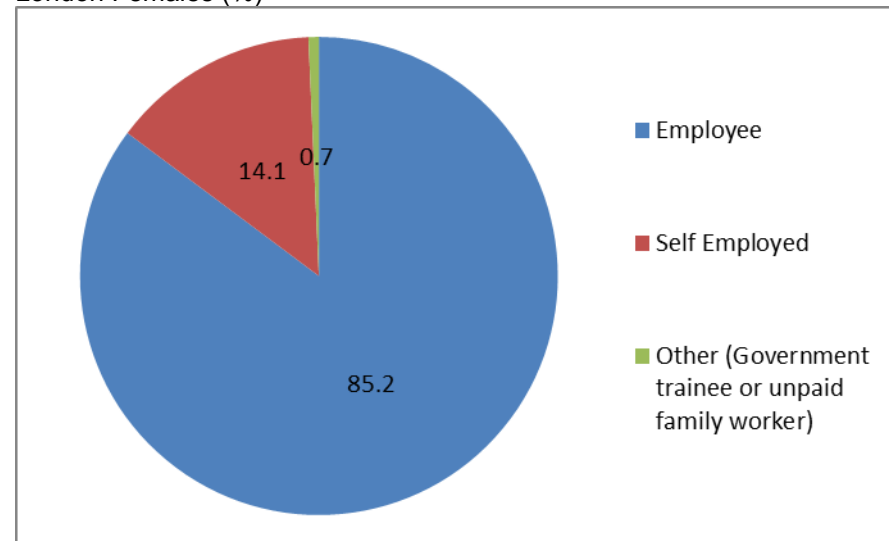
\* Southwark population

\*\* London population

**Figure 16 – Employment status** (Annual Population Survey 2016)  
London Males (%)



London Females (%)



**Figure 17 – Median hourly pay** (Annual Survey of Hours and Earnings 2016)

