

Implementation of the Fairer Futures for Young People and Getting Ready for Work programmes as part of the Youth Fund

Equality analysis

June 2014

Section 1: Equality analysis details

Proposed decision to which this equality analysis relates	Implementation of the Fairer Futures for Young People and Getting Ready for Work programmes as part of the Youth Fund
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Department	Chief Executive's	Division	Corporate Strategy		
Period analysis undertaken	May – June 2014				
Sign-off	<i>M Haeusler</i>	Position	Director of Education	Date	20/06/2014

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

1.1 Brief description of policy/decision/business plan
<p>This equalities analysis relates to the decision to agree the implementation of the Fairer Futures for Young People project and Getting Ready for Work projects as part of the Youth Fund programme for 2014/15 – 2016/17.</p> <p>Getting Ready for Work will provide a 'ladder of support' for young people who are keen to engage in employment but are not work ready. The offer will target support based on their level of need and work readiness of the young person.</p> <p>The Fairer Futures for Young People project aims to generate employment and learning opportunities for young people in Southwark and stimulate support for sustainable economic growth with Small to Medium Enterprises (SMEs).</p> <p>The decision maker is the cabinet member for Children and Schools.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>The target group of young people is those aged between 16 and 24 who are facing significant challenges in finding and keeping work. As a guideline the cohort will include the following target groups, with some people falling into more than one category:</p> <ul style="list-style-type: none"> • 16-19 Not in employment, education or training (NEET) • 19-24 former NEET • 16-24 claiming JSA for more than 6 months • 16-24 claiming ESA or Income Support (and looking for work) • 16-24 looked after children or local authority care leavers • 16-24 with learning disabilities • 16-24 mental health service users or former mental health service users • 16-24 in contact with the criminal justice system or with a criminal record <p>Data from monitoring provision of services provided through current employment support contracts for the period 2013-14 indicated that people who fall within a number of the protected characteristics groups are key users of the services. However monitoring data does not capture each of the protected characteristics.</p> <p>Full or partial monitoring data captures information relating to</p> <ul style="list-style-type: none"> • Age • Disability • Race • Sex • Maternity (in the instance of being a lone parent) <p>There is no systematic monitoring of pregnancy and maternity, gender reassignment, marriage/civil partnership, religion/belief or sexual orientation. Information about service users falling within these protected characteristics is only available where there is self-disclosure; however such information is not tracked.</p> <p>The service is specifically targeted at young people aged 16-24 in line with the objectives of the Youth Fund. This has been established with the aim of getting more young people working, which supports the council's efforts to increase the number of jobs in our borough as set out in the economic well-being strategy and improve life chances for all young people as set out in the children's and young people's plan This will be achieved through commissioning services under two priority themes:</p> <ul style="list-style-type: none"> • Supporting young people to develop employability skills and assist their pathway into employment • Keeping young people engaged with learning <p>The development of the projects has taken into account other employment support services commissioned by the council or other partners. A number of other employment support services are specifically targeted at residents who fall within one or more of the protected characteristics.</p>

<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>The proposed projects are the result of research and validation process carried out with employers, young people and service providers.</p> <p>Through the delivery of these projects the council is seeking to add value to existing statutory and voluntary services and to fill gaps that mainstream services do not currently cover. During the programme's development consultation and focus groups took place with unemployed young people, employers, council teams and partner service providers to investigate the major challenges faced by employers and young people in reaching long term employment – these are detailed below:</p> <ul style="list-style-type: none"> • Two consultation events with employers and external service providers were held in February and April 2014 to inform the development of these projects and consult on the proposed model. • Jobcentre Plus, as a key provider of employment support services to young people was engaged at both consultation events and has also been engaged through regular partnership meetings with officers. • In partnership with Work Programme providers and Jobcentre Plus, a series of focus groups were held over 2013 with 20 long term unemployed young people in Southwark and a further focus group was held in May 2014 with young people in care, to understand how they experience the search for sustainable employment and how more effective services may be designed. • Officers from Children's Services and Organisational Development have contributed to the development of the Fairer Futures for Young People project. Officers from other London boroughs which have operated wage incentive programmes have also been consulted and their experience integrated into the design of the model. • Officers from specialist support teams within Children's Services including the leaving care service and the participation, employment and training service have also been consulted directly on the development of the Getting Ready for Work project. <p>Key outcomes from consultation which have fed into the development of the services fall under:</p> <ul style="list-style-type: none"> • Support needs of young people in preparing for and getting jobs, including mapping existing services and gaps. • Support needs of employers and young people during employment. • Making the recruitment process work better for young people and employers. • Financial support for some employers to recruit young people who are furthest from the labour market. <p>The Getting Ready for Work and Fairer Futures for Young People projects specifically address the above points in their proposed service models. The commissioning of the services will integrate these priority service areas into the service specifications.</p>
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Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any 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

From December 2010 to December 2013 the working age employment rate in Southwark has registered a decline - from 69.6% to 66.2%. The employment rate of young people aged 18-24 declined from 49% to 44.2% over the same period.

From focus groups with young people, employers and service providers, a number of barriers to employment and long term employability of young people have been identified. The proposed projects aim to address barriers to employment of young people as well as their retention in employment.

In relation to finding a job:

1. For many young people, finding a job is not only about getting the right CV and interviewing skills but also about overcoming social, emotional and environmental challenges that affect resilience.
2. Young people can lack trust in employment support services that they sense simply aim to get people into "any job at all".
3. Young people feel that employers give more value to experience than qualifications and they would therefore be interested in gaining more experience of work.

In relation to recruitment:

4. People aged 24 who do not have any work experience can face greater difficulties in securing employment than an 18 year old without experience. Employers need to be encouraged to empathise more with 'late starters' in employment.
5. Service providers reported the need to use innovative and effective outreach to young people who are the most vulnerable and distant from the labour market.
6. According to employers young people often lack soft workplace skills and functional skills.
7. Apprenticeships are popular routes for young people to enter employment. However, smaller businesses need support to manage the process within their limited time and resources. Moreover, some young people do not hold the qualifications for an apprenticeship and this group needs a different type of offer to access sustainable employment.

In relation to remaining in employment:

8. Young people find that keeping a job is harder than getting one. Keeping the job is very much related to soft skills and behaviour and young people lamented a lack of sufficient support while being in employment.
9. Young people reported their need in having a consistent and longer-term relationship with the advisers. When in employment young people may require emotional and personal support to overcome complex family and personal challenges which can affect their work performance as well as their chances of remaining into employment.
10. Young people with carer and parenting responsibilities may find full time employment or work experience hard.
11. Young people who receive low pay are exposed to greater challenges which put at risk their chances of remaining in employment.

In relation to finance:

12. A barrier to micro businesses employing more young people is the perceived increased requirement for management time and HR support. This reduced the chances of small businesses hiring new staff even when interested in recruiting young people to train.

Equality information on which above analysis is based

NOMIS official labour market statistics
Southwark Youth Long-Term Unemployment Co-designing Solutions (March 2014)
Consultations with employers, service providers and young people.

Mitigating actions to be taken

The proposed projects take into consideration the barriers to employment of young people presented above. The following mitigating actions will be introduced through the projects:

In relation to finding a job:

1. Holistic support will be provided through Getting Ready for Work and the Fairer Futures for Young People Programme. Both projects will provide support to young people on different levels and considering their specific needs; services will accompany young employees along the employment journey to increase the chances of success.
2. The services delivered foresee the possibility of exploring possible career paths to ensure young people access jobs where they feel a sense of fulfilment and satisfaction that can ultimately have a positive impact on their long term employment.
3. The Getting Ready for Work project will provide young people with work experience that can increase their chances of finding future employment. Through the Fairer Futures for Young People project, relationships with employers will facilitate the opportunity of gaining long term employment experience.
4. The Getting Ready for Work project will ensure maximum outreach to young people who are furthest from the labour market through partnerships with a range of young people's service providers in the borough.

In relation to recruitment:

5. The Fairer Futures for Young People Project will provide for a tailored HR/recruitment support offer to employers; employers will be encouraged to consider alternative selection procedures (e.g. work trials and shadowing) and simplified job descriptions.
6. The delivery of additional soft skills training along with IT and functional training will prepare young people for employment.
7. Young people can choose to pursue either an apprenticeship or a job to ensure that all eligible young people can benefit from the project, regardless of their level of educational qualification.

In relation to remaining in employment:

8. The projects will support young people while both looking for a job and in employment to support job retention.
9. A creative and flexible approach to mentoring will be implemented that fits both the employer and employee's needs, mentoring will be offered via dedicated employment workers to assist candidates when facing complex personal and family challenges which affect job performance and retention.
10. Part time employment options will be included to support young people who cannot be in full time employment.
11. The Fairer Futures for Young People project will ensure young people are paid the London Living Wage to ensure that minimum financial resilience that could provides them with the financial strength to overcome housing and other personal challenges that affect job performance and retention.

In relation to finance:

12. Smaller employers will be supported to employ young people that they would not previously have through a package of support including wage incentives, HR/recruitment assistance, coaching to young people while in employment, and additional training on soft skills, functional and IT skills.

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

It is more difficult for young people with disabilities 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.

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.

Changes to Disability Living Allowance are likely to impact people with disabilities in the borough. It is anticipated that a considerable number of Southwark residents will receive lower benefit when the replacement Personal Independent Payment is introduced. This may increase the pressure on individuals to seek employment.

Equality information on which above analysis is based

Monitoring data collected relating to age profile of service users.
Consultations with employers, service providers and young people.

Mitigating actions to be taken

The projects will set targets to support young people with disabilities who are looking for a job. Additional advice and support will be available to service providers and young people through the Southwark Works employment advisor for people facing health related barriers to employment, operated by the Camden Society.

Service providers will provide advice to employers on how to adapt their recruitment approach and work environment to facilitate more straightforward access to employment for young people with disabilities, including learning disabilities. Additionally, support and advice will be provided to both employers and young people once in employment, to manage any challenges that may arise during the employment period that might affect its quality or sustainability for the young person.

All service providers and employers will be required to have an Equalities & Diversity policy in place. Contractors will also be required to provide ongoing monitoring data on take-up of services against this protected characteristic.

Each employee will be expected to work 35 hours per week, however where a person's working hours have to be restricted, for example, due to a health conditions then there will be flexibility to reduce working hours to no less than 20 hours per week and subject to approval from the service provider. The council has also recently commissioned a separate project supporting young people who are specifically seeking part time employment.

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

Possible impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic. This characteristic is not monitored, though information about the number of service users will be available where there is self-disclosure.
Equality information on which above analysis is based.
Consultations with employers, service providers and young people.
Mitigating actions to be taken
All service providers and employers engaged in the projects will be required to have an Equalities & Diversity policy in place.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. 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
No specific impacts have been identified or raised in relation to this characteristic. This characteristic is not monitored, though information about the number of service users will be available where there is self-disclosure.
Equality information on which above analysis is based
Consultations with employers, service providers and young people.
Mitigating actions to be taken
All service providers and employers engaged in the projects will be required to have an Equalities & Diversity policy in place.

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
Young women with childcare responsibilities have been identified as facing specific barriers to securing and sustaining employment. Childcare costs represent an additional financial barrier to employment. 2% of participants in Youth Fund supported programmes in 2013-14 were lone parents, a proportion which leaves room for improved targeting of this group.
Equality information on which above analysis is based
Consultations with employers, service providers and young people.
Mitigating actions to be taken
<p>Young people who are lone parents and seeking employment will be specifically targeted for support through these projects.</p> <p>Each employee will be expected to work 35 hours per week, however where a person's working hours have to be restricted, for example, due to childcare responsibilities, then there will be flexibility to reduce working hours to no less than 20 hours per week. The council has also recently commissioned a separate project supporting young people who are specifically seeking part time employment.</p> <p>Support and advice will be provided to both employers and young people once in employment, to manage any challenges that may arise during the employment period that might affect its quality or sustainability for the young person.</p> <p>The Fairer Futures for Young People project will only support young people into jobs at or above the London Living Wage, which will provide some mitigation against the costs of childcare whilst at work.</p> <p>All service providers and employers will be required to have an Equalities & Diversity policy in place. Contractors will also be required to provide ongoing monitoring data on take-up of services against this protected characteristic.</p>

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
<p>In 2013-14, young people from BME backgrounds made up 81% of participants in Youth Fund supported programmes. The high demand from these groups reflects the lower overall employment rate (all ages) for BME groups (54.6%) than white ethnic groups (73.1%) in Southwark.</p> <p>Barriers to employment for people from BME groups are complex and may be related to class, cultural, language and discrimination issues. The proposed projects have considered this challenge and propose support that will improve sustainable employment outcomes for young people from BME groups.</p> <p>Some residents who fall into this protected characteristic may have limited English and so be</p>

<p>unable to access services. If they have recently arrived from another country, they are also more likely to be digitally excluded.</p> <p>Organisations may be in a position where they are unable to meet the needs of residents who have language or cultural barriers to accessing their services. Providing appropriate support may be particularly resource-intensive and place heavy demands on their services.</p>
<p>Equality information on which above analysis is based</p>
<p>NOMIS official labour market statistics Consultations with employers, service providers and young people. Monitoring data collected</p>
<p>Mitigating actions to be taken</p>
<p>The projects will be promoted via a range of referral organisations and media to attract young people from diverse backgrounds.</p> <p>The training and services will be delivered according to the barriers young people face when trying to enter the labour market. Young people from BME groups may encounter many of the barriers to employment identified above in the 'Age' section in complex and overlapping ways. The design and delivery of services to be delivered will respond to the particular circumstances encountered by young people to enhance the opportunities of those facing the most disadvantages in the labour market, in which BME groups are over-represented.</p> <p>Young people with limited English will be referred to ESOL provision and may be supported via the Getting Ready for Work project to seek employment in positions that do not require fluent English in order to improve their financial position while developing their language skills.</p> <p>All service providers and employers will be required to have an Equalities & Diversity policy in place. Contractors will also be required to provide ongoing monitoring data on take-up of services against this protected characteristic.</p>

<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>No specific impacts have been identified or raised in relation to this characteristic which is not monitored though information about the number of service users will be available where there is self-disclosure.</p>
<p>Equality information on which above analysis is based</p>
<p>Consultations with employers, service providers and young people.</p>
<p>Mitigating actions to be taken</p>

All service providers and employers will be required to have an Equalities & Diversity policy in place.

The projects will be promoted via a range of referral organisations and media to attract young people from diverse backgrounds, including those from faith groups.

Sex - A man or a woman.

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

In 2013-14, women made up 56% of participants in Youth Fund supported programmes and men 44%.

This proportion reflects the slightly higher numbers of women than men aged under 25 claiming working age benefits in Southwark. However, there are slightly more men than women in the same age group who claim Jobseekers Allowance.

Consultations and research highlighted that young women, in particular lone parents, are more likely to be affected disproportionately by current cuts and are more likely to be in low-paid or precarious employment.

The projects will provide support that will improve sustainable employment outcomes for young men and women.

Equality information on which above analysis is based

Consultations with employers, service providers and young people.
Monitoring data collected.

Mitigating actions to be taken

The projects will support each young person to overcome personal challenges that may be due to their family and personal circumstances.

The programme will promote the payment of the London Living Wage to young employees and this can provide greater financial resilience to women with childcare responsibilities.

Service providers will be required to work with voluntary and community sector organisations in the borough that engage specific communities with particular needs, for example, Muslim women; Latin American women; marginalised men and boys from BME backgrounds.

All service providers and employers will be required to have an Equalities & Diversity policy in place. Contractors will also be required to provide ongoing monitoring data on take-up of services against this protected characteristic.

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
No specific impacts have been identified or raised in relation to this characteristic which is not monitored though information about the number of service users will be available where there is self-disclosure.
Equality information on which above analysis is based
Consultations with employers, service providers and young people.
Mitigating actions to be taken
All service providers and employers will be required to have an Equalities & Diversity policy in place. The projects will be promoted via a range of referral organisations and media to attract young people from diverse backgrounds.

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 young people to improve their quality of life and future life-chances through support into sustainable employment, consultations have not highlighted any direct impact on human rights as legally defined. However it can be noted that young people are more likely to be affected by low-paid or precarious employment. People in permanent low pay can face a number of personal challenges which restrict their choices and freedoms. Receiving a fair wage means being in receipt of at least the ‘London Living Wage’ (LLW) which provides the bare minimum acceptable quality of life and possibility to cover the minimum needs of the worker and his or her family. This programme sets out to promote the adoption of the LLW and help young people achieve at least one year’s employment experience to make them more competitive in the labour market and break the cycle of precarious employment.
Information on which above analysis is based
Consultations with employers, service providers and young people. Low pay in London, Jonathan Hoffman, February 2014 – GLA Economy

Mitigating actions to be taken

To promote the practice of paying LLW, the Fairer Futures for Young People programme will provide financial support to employers in a way that is proportionate to their size.

Young people will also be supported to remain into employment. This is ensured through tailored and ad hoc coaching services, where the young employee can count on personalised advice should s/he face major personal challenges that could otherwise push him/her out of employment.

The council separately funds the Forum for Equalities and Human Rights in Southwark, which is hosted by Southwark Citizens Advice Bureau Service, to act as a 'critical friend' to the council in relation to equalities and human rights. Its overarching objectives are to improve social cohesion in the borough; improve awareness of and access to services and promote citizenship rights and responsibilities.

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Under-representation from particular groups.	Service providers will be required to monitor take up of their services against a number of the protected characteristics and will be required to address areas of underrepresentation, if deemed to be relevant.	Ongoing

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15