

# **Paid Internships Programme Equality analysis**

**July 2019**

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**Section 1: Equality analysis details**

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	Paid Internship Programme 2018-22
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<b>Equality analysis author</b>	Matthew Little				
<b>Strategic Director:</b>	Eleanor Kelly				
<b>Department</b>	Chief Executive's	<b>Division</b>	Chief Executive's Office		
<b>Period analysis undertaken</b>	2018/19				
<b>Date of review (if applicable)</b>	The Programme will be monitored throughout its delivery cycle and an update will be provided as part of an annual outcomes report on making Southwark a full employment borough.				
<b>Sign-off</b>	Stephen Gaskell	<b>Position</b>	Head of Chief Executive's	<b>Date</b>	July 2019

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

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

This equalities analysis relates to the decision to approve a paid internship programme to deliver the Council Plan commitment to *make sure that 500 young people from low income backgrounds get paid internships with London's best employers.*

Young people (16-24) remain at a disadvantage in the labour market and have higher levels of unemployment than those aged 25+. Those from lower socio-economic groups are also less likely to enter a professional job than more privileged peers.

In this context, the paid internship programme will support our young residents to access fairly paid and high quality internships, improving the social mobility for those who may not have the family or social networks to help them to get a 'foot on the ladder' with high calibre employers.

The Programme will be delivered through three separate schemes to target support at young people at different ages and stages in their educational journey:

- (1) The Schools scheme will support Southwark school children at Years 12 and 13 to complete summer internships to gain valuable work experience and help inform future career decisions;
- (2) The Graduate scheme will support Southwark students at university and recent graduates into internships that help them to 'stand out from the crowd' in what is a highly competitive graduate market;
- (3) The Council scheme will support a range of young residents including those who are not in education, employment or training, in addition to school leavers and university students / graduates.

The three schemes in combination will help to ensure that internships are offered to young people who have yet to go or do not intend to go to university so that they are not the preserve of graduates. It is anticipated that at least 50 per cent of internships supported will be for non-graduates, offering greater accessibility and bucking the general trend.

### 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 paid internship programme will support young people (16-24) who are Southwark residents from low income backgrounds. Specific criteria is proposed to target those from lower social-economic groups including:</p> <ul style="list-style-type: none"> <li>a) Educated at state school; <u>and</u>,</li> <li>b) Have been eligible for free school meals at any point;</li> <li>c) OR have been looked after by the local authority;</li> <li>d) OR previous generations in your family haven't attended university in UK.</li> </ul>
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	<p>A range of key stakeholders have been engaged in the development of the paid internship programme including:</p> <ul style="list-style-type: none"> <li>• Southwark Education Business Alliance</li> <li>• School internship providers</li> <li>• Undergraduate / graduate internship providers</li> <li>• Universities</li> <li>• Employers with internship schemes</li> <li>• Local authorities with internship schemes</li> </ul>

### Section 4: Pre-implementation equality analysis

<p><b>Age</b> - 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).</p>
<p><b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>The paid internship programme is aimed specifically at young residents – those aged between 16 and 24. Studies have shown that young people remain at a disadvantage in the labour market. Those aged 16 to 24 in 2016 are 2.6 times more likely to be unemployed than those 25 or older.</p> <p>Data from London Councils shows that for the academic year 2015/16, 6.7 per cent of Southwark Higher Education graduates were unemployment 6 months after graduating. Only 2.7 per cent were on internships.</p> <p>In 2018, graduates aged 21-30 had an unemployment rate of 4 per cent, compared to 1.5 percent for graduates aged 31-40.</p> <p>The current proportion of 16 and 17 year olds in Southwark not in education,</p>

employment or training (NEET) is 2.3 per cent.

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

<https://www.trustforlondon.org.uk/data/unemployment-age/>

<https://www.gov.uk/government/statistics/graduate-labour-market-statistics-2018>

<https://www.hesa.ac.uk/news/28-06-2018/sfr250-higher-education-leaver-statistics-activities>

London Councils - The higher education journey of young Southwark residents – December 2018

**Mitigating actions to be taken**

The programme will be targeted through Southwark schools, universities, employment support programmes and other local networks to ensure that the offer is accessible to young people at various points within their education journey.

**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**

Supported internships are structured study programmes intended to enable young people with learning difficulties and/or disabilities to achieve sustainable, paid employment by equipping them with the skills they need for work through learning in the workplace. These type of internships normally last for a year and include unpaid work placements of at least six months.

In 2015, disabled graduates had lower employment rates, higher unemployment rates and higher inactivity rates, across both working age and young populations. The gap in both the employment rate and inactivity rate was narrower across the young population. However the unemployment rate disparity was wider for the young population, with the unemployment rate of young disabled graduates 2.8 percentage points higher than young graduates that are not disabled.

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

Department for Education – [Supported internships](#)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/518654/bis-16-232-graduate-labour-market-statistics-2015.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/518654/bis-16-232-graduate-labour-market-statistics-2015.pdf)

<b>Mitigating actions to be taken</b>
Although supported internships are not paid and do not fall within the programme, given their clear benefits and linkage to the wider ambition of the commitment, we will nonetheless continue to explore how best to deliver supported internships to meet the specific needs of this population. We will also monitor delivery as part of the wider internship programme.

<b>Gender reassignment</b> - The process of transitioning from one gender to another.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
None identified at this stage.
<b>Equality information on which above analysis is based.</b>
n/a
<b>Mitigating actions to be taken</b>
n/a

<b>Marriage and Civil Partnership</b> - In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination).</b>
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
None identified at this stage.
<b>Equality information on which above analysis is based</b>
n/a

<b>Mitigating actions to be taken</b>
n/a

<b>Pregnancy and maternity</b> - 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.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
None identified at this stage.
<b>Equality information on which above analysis is based</b>
n/a
<b>Mitigating actions to be taken</b>
n/a

<b>Race</b> - 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.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
For the academic year 2016/17 the highest percentage of Southwark students progressing to Higher Education was Black British / African at 38.3 per cent. Second was White at 27.7 per cent.
White graduates had the highest employment rates and lowest unemployment rates in 2018. Black graduates had the highest unemployment rates; their unemployment rate was over three times higher than for White graduates and more than double that of Asian graduates, across the working age population.
White graduates had the highest nominal median salaries, earning £1,500 more than Asian graduates and £9,500 more than Black graduates, across the working age population.
A higher percentage (8 per cent) of Black and Minority Ethnic (BME) UK domiciled Higher

Education leavers were unemployed compared with the sector average of 5 per cent.

Black African qualifiers are 14 per cent less likely than their white peers to be in professional work 6 months after graduation.

White and ethnic minority individuals from working class backgrounds are equally likely to end up in professional occupations (34 per cent).

White individuals from privileged backgrounds are slightly more likely to end up in professional roles than privileged ethnic minority individuals (60 per cent versus 56 per cent), meaning privileged ethnic minority individuals are more likely to experience downward social mobility (are more likely to end up with lower incomes or in lower skilled jobs than their parents) than their white counterparts.

Only 35 per cent of working class, mixed race people were in a professional job, compared to 61 per cent of mixed race people from a professional background, a gap of 26 percentage points.

Overall, ethnic minorities also face a double disadvantage in earnings: people from professional and ethnic minority backgrounds earn 11 per cent less than white professionals, while ethnic minorities from working class backgrounds earn 25 per cent less than individuals from white professional backgrounds.

The high skilled employment rates were highest for White graduates and lowest for Black graduates across both the working age and young populations; however this difference was wider across the young population. Only 40.9 per cent of young Black graduates were working in high skilled employment; this was much lower than White (58.9 per cent) and Asian (54.5 per cent) graduates.

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

<https://www.gov.uk/government/statistics/graduate-labour-market-statistics-2018>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/596945/The\\_class\\_pay\\_gap\\_and\\_intergenerational\\_worklessness.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/596945/The_class_pay_gap_and_intergenerational_worklessness.pdf)  
Page 13

<https://www.ippr.org/publications/the-inbetweeners> (page 7)

<https://www.hesa.ac.uk/news/28-06-2018/sfr250-higher-education-leaver-statistics-activities>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/545822/The\\_Professions\\_factsheet.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/545822/The_Professions_factsheet.pdf)

<https://www.gov.uk/government/publications/social-mobility-in-great-britain-state-of-the-nation-2018-to-2019>

London Councils - The higher education journey of young Southwark residents – December 2018

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



The paid internship programme will be targeted at helping all young residents who meet the eligibility criteria to make a successful transition from education into work and a successful career. Equalities monitoring will take place across the three schemes to ensure that it is accessible to young residents from all racial backgrounds, and be cognisant of the borough's ethnicity profile.

**Religion or 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.

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

None identified at this stage.

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

n/a

**Mitigating actions to be taken**

n/a

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

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

In 2016/17 the median salary for UK domiciled first degree female leavers was £22,000 compared to £23,000 for males. This difference is shown further by the mean salary, £22,000 for females compared to £24,500 for males.

Amongst full-time first degree leavers, 7 per cent of males were unemployed compared with 4 per cent of females.

There were no significant differences in internship take-up by gender (41 per cent of men to 39 per cent of women), nor in the number undertaken by each.

Men from all backgrounds are more likely to enter professional occupations than women from the same background, meaning working class women face both a class and gender penalty. More advantaged women face the biggest disadvantage against their male peers; they are seven percentage points less likely to end up in a professional occupation.

<p>The gender gap statistics for progression into Higher Education in Southwark for academic year 2016/17 was Male 45.1 per cent versus Female 54.9 per cent.</p> <p>In 2018, male graduates earned £9,500 more than female graduates, on average and across the working age population. This difference still existed for the young population (aged 21-30), but the gap in salaries between young male and female graduates was much narrower at £3,500. It is possible that this gap was partially explained by the fact that male graduates had greater high skilled employment rates, typically associated with higher average salaries, than female graduates.</p>
<p><b>Equality information on which above analysis is based</b></p>
<p><a href="https://www.hesa.ac.uk/news/28-06-2018/sfr250-higher-education-leaver-statistics-employment">https://www.hesa.ac.uk/news/28-06-2018/sfr250-higher-education-leaver-statistics-employment</a></p> <p><a href="https://www.suttontrust.com/research-paper/internships-pay-as-you-go/">https://www.suttontrust.com/research-paper/internships-pay-as-you-go/</a></p> <p><a href="https://www.gov.uk/government/publications/social-mobility-in-great-britain-state-of-the-nation-2018-to-2019">https://www.gov.uk/government/publications/social-mobility-in-great-britain-state-of-the-nation-2018-to-2019</a></p> <p><a href="https://www.gov.uk/government/statistics/graduate-labour-market-statistics-2018">https://www.gov.uk/government/statistics/graduate-labour-market-statistics-2018</a></p> <p>London Councils - The higher education journey of young Southwark residents – December 2018</p>
<p><b>Mitigating actions to be taken</b></p>
<p>The paid internship programme will be monitored to ensure that it is targeted at both sexes in equal measure.</p>

<p><b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>
<p><b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>None identified at this stage.</p>
<p><b>Equality information on which above analysis is based</b></p>
<p>n/a</p>
<p><b>Mitigating actions to be taken</b></p>
<p>n/a</p>

**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

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

No specific Human Rights impacts have been identified.

**Information on which above analysis is based**

n/a

**Mitigating actions to be taken**

n/a