

## Equality Impact Assessment (EqIA)

### STEP 1: Responsibility and involvement

<b>Title of proposal/ project/strategy/ procurement/policy</b>	Hertfordshire Skills Strategy to 2020	<b>Head of Service or Business Manager</b>	Alex James
<b>Names of those involved in completing the EqIA:</b>	Katherine Brierley Comnet 28321	<b>Lead officer contact details:</b>	Lindsay Edwards <a href="mailto:Lindsay.Edwards@hertfordshire.gov.uk">Lindsay.Edwards@ hertfordshire.gov.uk</a> Comnet 25734
<b>Date completed:</b>	November 2017	<b>Review date:</b>	June 2018

### STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p><b>Proposal objectives:</b> – what you want to achieve – intended outcomes – purpose and need</p>	<p>The aim of the strategy is to increase and develop the Hertfordshire’s workforce to ensure we can support a strong economy within which businesses can thrive, whilst enabling all residents of Hertfordshire to fulfil their own individual potential and share in Hertfordshire’s prosperity.</p> <p>This assessment will ensure the strategy does not discriminate against protected groups.</p>
<p><b>Stakeholders:</b> Who will be affected: the public, partners, staff, service users, local Member etc</p>	<ul style="list-style-type: none"> <li>• The public</li> <li>• Businesses/employers</li> <li>• Hertfordshire County Council</li> <li>• Hertfordshire Local Enterprise Partnership</li> <li>• Education &amp; Skills Funding Agency (ESFA)</li> <li>• DWP Jobcentre Plus</li> <li>• Voluntary and Community sector</li> <li>• University of Hertfordshire</li> <li>• Further Education</li> <li>• Training Providers</li> <li>• Schools</li> </ul>

### STEP 3: Available data and monitoring information

<p><b>Relevant equality information</b> For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.</p>	<p><b>What the data tell us about equalities</b></p>
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At mid-2016 the Office for National Statistics estimated the working age population (males and females aged 16-64) of Hertfordshire as 740,500, this represented 62.9% of the total population; 366,100 males and 374,400 females, representing 63.5% of males and 62.4% of females.

81.8% of Hertfordshire's working age population is economically active of which 3.8% are unemployed. 18.2% of working age population is economically inactive.

Employment rate gap for some protected characteristics from July 2016 to June 2017

Female	4.8%	Reduction from 6.4%
Disabled People	20.6%	Reduction from 21.7%
Ethnic Minorities	2.8%	Reduction from 7.1%
Young People (16 to 24yrs.)	18.1%	Reduction from 21.8%
Older Workers (50 to 64yrs.)	3.4%	Increase from 2.6%

In 2011, the proportion of the total population that were in a minority ethnic group (i.e. not White-British) was 19.18%.

Hertfordshire is largely affluent; however, the Index of Multiple Deprivation 2015 showed that 169 of 690 (24.5%) of Lower Layer Super Output Areas are more deprived than the England average.

Of the 30 Middle Layer Super Output Areas in Hertfordshire that have a minority ethnic population of 20% or more, 18 are found in or close to Watford. Minority ethnic group in this case refers to those other than White British.

At the end of 2016, 850 16 or 17 year olds were NEET or activity unknown in Hertfordshire, this was 3.3% of those

There are more females than males in the working age population.

Over 80% of the working age population are economically active.

18.2% of working age population is economically inactive, including those with: poor health, a disability, ex-offenders, caring responsibilities, families with multiple problems, care leavers and being homeless. Whilst it is difficult to categorise a whole group as being vulnerable, as individual circumstances will vary, it is acknowledged that the barriers to employment for certain groups tend to be more complex.

Department of Work and Pensions is a key stakeholder in the development and implementation of the Skills Strategy. The organisation is committed to ensuring equality of access to its services for all its customers.

<https://www.gov.uk/government/organisation/s/department-for-work-pensions/about/equality-and-diversity>

Employment rate gap is the difference between the employment rate for the whole population and that for those with protected characteristics. Job seekers in the 50+ age category are continuing to find it more difficult to find employment than those in the younger age groups.

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<p>(25,250) 16 or 17 year olds known to the local authority. Figures are rounded to the nearest 10. (DfE have changed the definition of NEET and therefore this data cannot be compared with previous data.)</p> <p>The number of carers comes from the 2011 Census. There were 108,615 people providing unpaid care, this was 9.7% of the resident population.</p> <p>Over 40,000 working age residents have no qualifications. In one of our districts, over 9% of the working age population has no formal qualifications, a figure which is above the average for England.</p>	
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### STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
<b>Age</b>	Positive for the 50+ age category, as a percentage of the total unemployed Jobseekers register, is increasing.	Implementation of the strategy will support 50+ Jobseekers as a priority to compete in the modern labour market.
<b>Disability Including Learning Disability</b>	Positive as there is a 20.6% employment rate gap those with a disability.	It is acknowledged that the barriers to employment for certain groups tend to be more complex and the implementation of this strategy seeks to address this.
<b>Race</b>	Positive as the strategy aims to support all those seeking to move into the labour market.	DWP Jobcentre plus is a key stakeholder in the implementation of the strategy. The organisation is committed to ensuring equality of access to its services for all its customers.
<b>Gender reassignment</b>	Positive as the strategy aims to support all those seeking to move into the labour market.	DWP Jobcentre plus is a key stakeholder in the implementation of the strategy. The organisation is committed to ensuring equality of access to its services for all its customers.
<b>Pregnancy and maternity</b>	Positive as the strategy aims to support all those seeking to move into the labour market.	DWP Jobcentre plus and HCC are key stakeholders in the implementation of the strategy.

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
		DWP is committed to ensuring equality of access to its services for all its customers. The Council is committed to achieving diversity and equality of opportunity both as a large employer of people and as a provider of services. In practice this means both working to ensure that Hertfordshire is free from discrimination, but also doing what we can to positively promote equality and diversity across the delivery of services and within our workforce.
<b>Religion or belief</b>	Positive as the strategy aims to support all those seeking to move into the labour market.	
<b>Sex</b>	Positive there is a 4.8% employment rate gap for females. The strategy aims to support all those seeking to move into the labour market.	The strategy aims to encourage greater participation of economically inactive individuals into the labour market.
<b>Sexual orientation</b>	Neutral. The strategy aims to support all those seeking to move into the labour market.	
<b>Marriage &amp; civil partnership</b>	Neutral. The strategy aims to support all those seeking to move into the labour market.	
<b>Carers (by association with any of the above)</b>	Positive. Carers have been identified as a group that may want to move into the labour market but need support to do so.	The strategy aims to encourage greater participation of economically inactive individuals into the labour market including those with caring responsibilities.
<b>Carers and CARE ACT 2014</b>	From April 2015, carers will be entitled to an assessment of their own needs in the same way as those they care for. If the focus of your EqIA relates to care and support, consider carers' new rights and see the <a href="#">Care Act pages</a> on Compass for more guidance	
<b>Opportunity to advance equality of opportunity and/or foster good relations</b>		
The implementation of this strategy will aid those looking to join the labour market however complex the barriers, both perceived or not, to employment.		

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### STEP 4a: Impact Assessment – Staff (where relevant) N/A

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Age		
Disability Including Learning Disability		
Race		
Gender reassignment		
Pregnancy and maternity		
Religion or belief		
Sex		
Sexual orientation		
Marriage & civil partnership		
Carers (by association with any of the above)		
<b>Opportunity to advance equality of opportunity and/or foster good relations</b>		

### STEP 5: Gaps identified

<p><b>Gaps identified</b> Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on <a href="#">Compass</a>). How will you make sure your consultation is accessible to those affected?</p>	<p>Information for the development of the original (first) strategy came from the Hertfordshire Businesses' Skills Gap Survey (HBSGS) 2014 by the University of Hertfordshire also from the 2014 Skills Summit, an event organised and hosted by the Local Enterprise Partnership and HCC. A second Skills Summit was held in October 2017 attended by over 80 people representing Hertfordshire employers and key stakeholders. Individuals attending the summit were invited to offer their views. Incorporating the influences, views and needs of employers, training providers, schools, colleges and public sector organisations remains vital and this was an opportunity to be involved in the development of the refreshed strategy.</p>
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### STEP 6: Other impacts

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### STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> <b>No equality impacts identified</b> – No change required to proposal.	
<input checked="" type="checkbox"/> <b>Minimal equality impacts identified</b> – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	The strategy aims to encourage greater participation of economically inactive individuals into the labour market who feel they need support. This strategy aims to address the inequalities associated with worklessness.
<input type="checkbox"/> <b>Potential equality impacts identified</b> – Take ‘mitigating action’ to remove barriers or better advance equality. – Complete the action plan in the next section.	
<input type="checkbox"/> <b>Major equality impacts identified</b> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

### STEP 8: Action plan

Issue or opportunity identified relating to: – Mitigation measures – Further research – Consultation proposal – Monitor and review	Action proposed	Officer Responsible and target date
Monitor the strategy regularly during its life.	Ensure the strategy does not discriminate against the protected groups.	Katherine Brierley. Every six months.
Review and refresh the strategy.	Ensure the strategy does not discriminate against the protected groups.	Katherine Brierley. 2020

**This EqIA has been reviewed and signed off by:** Lindsay Edwards

**Head of Service or Business Manager:**

**Date:** November 2017

HCC’s Diversity Board has asked the Equality team to compile a central list of EqIAs so a random sample can be quality assured. **Please email a copy of this EqIA to the Equality team at [equalities@hertfordshire.gov.uk](mailto:equalities@hertfordshire.gov.uk)**



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Thank you.