

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Contract for the Provision of a Targeted Service that Promotes Education, Employment and Training for Young People
DEPARTMENT:	Children and Young People
TEAM:	Commissioning and Resouces, Forward Planning, Performance and Partnerships Service
LEAD OFFICER:	Sharon Buckby, Head of Inclusion Service and Head of Brent Virtual School Tanuja Saujani, Children’s Commissioning Manager
DATE:	04/07/2023

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

- 1.1 This EIA is in relation to the procurement of a contract for Provision of a Targeted Service that Promotes Education, Employment and Training for Young People
- 1.2 The Education and Skills Act 2008 places a duty on Local Authorities to secure sufficient suitable education and training provision for young people aged 16 to 19 and for those aged up to 25 with an Education, Health and Care Plan. Under the Education Act 2011 the local authority retains a duty to encourage, enable and/or assist young people’s participation in education or training. The local authority is required to assist the most vulnerable young people and those at risk of disengaging with education or work. Local Authorities are also required to lead the September Guarantee process through which young people are guaranteed a place in education, employment and training after year 11 or 12.
- 1.3 The local authority also has a duty to track all young people’s participation and regularly report on current activity to identify young people who are not participating in education, employment or training. The DfE guidance and advice to local authority’s around Raising the Participation Age (RPA) refers to the local authority’s statutory responsibility to promote participation and support young people aged 16 and 17 into education and training. This promotion and support is measured through the DfE quarterly LA scorecard on NEET and ‘not known’ performance.

1.4 To deliver the Local Authority's statutory responsibilities the Council commissions an external provider. The current contract is with Prospects Services and expires on 31 March 2024.

The service delivers:

- The Local Authority's statutory duty ensuring young people who are not in education, employment and training (NEET), aged 16-18 years old and up to 25 with an Education, Health and Care Plan, receive relevant information, advice and guidance in order to be supported to a successful transition into post-16 education, employment and/or training. In Brent, this includes those young people who are new to the borough, as well as young people attending out-of-borough Alternative Provision settings, who have been excluded from mainstream school and are vulnerable to becoming NEET. In order to meet these statutory requirements, the local authority has to confirm destinations for over 8000 Brent 16 and 17 year olds on an annual basis to meet the DfE 3 month scorecard requirements. In addition, checks are required every 6 months for those in employment and every 3 months for young people who are NEET.
- a full active tracking, matching and support service for young people into education, employment and training using a client caseload information system.
- an Information Advice and Guidance hub 5 days a week
- a targeted intensive non-statutory service to promote Education, Employment and Training (EET) to vulnerable groups.
- an outreach programme to target those in the NEET cohort, whose situation is currently not known, in order to achieve full participation in education/employment/training

1.5 Since the DfE Scorecard has been published, Brent has consistently achieved quintile 1 performance which signifies it is in the top 30 local authorities in England for combined NEET and not known figures. This performance places Brent second compared with its 10 other statistical neighbours. In 2022/23 Brent's NEET and Unknown and Combined NEET performance measures were good during the reporting period Dec 2022 to Feb 2023 the 3 months average figures (DFE Scorecard will be published later in the year confirming borough quintile performance). Key performance indicators are as follows:

	LA Target 2022/2023	Prospects Achievement 2022/2023
NEET	1.50%	1.40%
Unknown	1.20%	0.90%
NEET & Unknown Combined	2.70%	2.30%

1.6 The proposed new commissioned service will deliver a full tracking service to meet the Local Authority's statutory responsibilities as outlined in paragraph 31 to 3.3 to ensure young people who are not in education, employment and training (NEET), aged 16-17 years old and up to 25 with an Education, Health and Care Plan receive relevant information, advice and guidance in order to be supported to a successful transition into post 16 education, employment and/or training. In addition the service will also deliver an intensive targeted service to promote Education, Employment and Training (EET) to vulnerable groups.

The vision is that the new service:

- provides high quality impartial information, advice and guidance in relation to services supporting vulnerable young people in making effective transitions into Education, Employment or training
- helps the borough reduce the numbers of young people not in education, employment and training and reduce not known (unknown) and ensure that young people are supported to enter and remain in learning or employment.
- Tracks and records all young people’s participation post-16 on the Integrated Youth Support System database in order to ensure there is reliable data available centrally on young people at risk of being NEET.
- works closely with the council’s statutory provisions including YOS, Inclusion Service, Brent Virtual School and children’s services teams to identify young people most vulnerable to being in the NEET group.

Officers are recommending a contract term of 5 years (3 years with the option to extend by 2 x 12 months) from 1 April 2024 to 31 March 2029.

2. Who may be affected by this policy or proposal?

Children and Young People
 Parents/Carers/guardians
 Schools and other education settings
 Practitioners working with Children and Young People

3. Is there relevance to equality and the council’s public sector equality duty? If your answer is no, you must provide an explanation.

Yes

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		X	
Sex	x		
Race	x		
Disability	x		
Sexual orientation	x		
Gender reassignment	x		
Religion or belief	x		
Pregnancy or maternity	x		
Marriage	x		

5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?		X
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		X
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Year - April 2022 – March 2023)

Approximate Statutory Duty Cohorts sizes

	Approx Cohort	Activity Survey	September Offer	NEET / Unknown
Year 11	3200	3200	3200	3200
Year 12	4000		4000	4000
Year 13	4100			4000
Total	11300	3200	7200	11200

NEET (DFE cohort Brent Residents)

There are currently 115 young people NEET in Brent (23/06/23) - this fluctuates each month and is in constant churn (young people moving in and out of this category). There is currently 16% of the NEET group that are not available to the labour market due to a range of issues including ill health and a range of complex and multiple issues the young people face.

In 2022 there were 3302 Year 11 and 3980 Year 12 (combined cohort of 7282). The current service successfully supported young people in the borough to obtain offers with 97.6% of young people achieving this.

Year 11 Activity Survey – 2022 Leavers (snapshot date 01/11/22)

There were 3291 young people in this cohort 98.1% are participating, 35 (1.1%) young people not settled (including NEET) and 21 (0.6%) unknown. 37% of the young people from this cohort were educated outside of Brent relying on strong partnership working and multilayer attempts at contacting young people.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employment and training (NEET) who would benefit from early intensive support and will impact equally on all young people irrespective of age.

DISABILITY	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
RACE	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
SEX	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
SEXUAL ORIENTATION	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
PREGANCY AND MATERNITY	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
RELIGION OR BELIEF	
Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employmet and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
GENDER REASSIGNMENT	

Details of impacts identified	The service will provide information, advice and guidance and intensive support for identified vulnerable young people not in education employment and training (NEET) who would benefit from early intensive support with a focus on any barriers that they may face to help the overcome them.
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	The service aims to improve outcomes for all young people.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Consultation has been undertaken with internal stakeholders including Children and Young People service areas and the Council's Employment and Skills services to identify any gaps in service provision. The development of the proposed service has been informed by the SEND Strategy 2021-25, the Youth Strategy 2021-23, the Borough Plan Moving Brent Forward, The Brent Black Community Action Plan 2020 (priorities under skills and enterprise, employment and early intervention and The Brent Poverty Commission Report 2020 (under improving local earnings), all of which provided useful insights into the importance of access to education, employment and training opportunities for young people to make successful transition into adulthood.

The Brent Local Offer is regularly reviewed with the Parent Carer Forum on the suitability of presentation, content and format to ensure that families can access the right information in the right way to access the appropriate services they need in Brent. This includes information about the information advice and guidance services commissioned by the LA.

Service user feedback has been reviewed and incorporated into service development

Children and young people will be trained to participate in the formal tender evaluation process and their feedback will help inform the outcome of contract award.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

This service will align with other support services such as the Council's Employment and Skills service to reduce duplication in the system.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Robust contract monitoring processes will be put in place to monitor outcomes and impacts and to inform future delivery. This includes regular feedback from service users, monitoring complaints and compliments received, service data analysis and contract monitoring meetings.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

Any provider will be required to maintain diversity monitoring information which will be reviewed as part of the quarterly contract monitoring processes and will inform the future planning of services.

Approaches to consultation and engagement will continue to be reviewed with the provider to enhance local services.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Establish a clear implementation plan and contract review plan, working with the stakeholders	To mitigate negative impacts	Tanuja Saujani	January 2024

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tanuja Saujani
REVIEWING OFFICER:	Yasin Patel
HEAD OF SERVICE:	Sharon Buckby, Head of Inclusion Service and Virtual School