

# Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: City Development</b>	<b>Service Area: Employment and Skills</b>
<b>Lead person: Michelle Anderson</b>	<b>Contact Number: 0113 24 78424</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 6 July 2015</b>	

<b>1. Title: Construction Skills Programme 2015-17</b>		
Is this a:		
<input type="checkbox"/> <b>Strategy /Policy</b>	<input type="checkbox"/> <b>Service / Function</b>	<input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		

## 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Michelle Anderson	Leeds City Council	Head of Projects & Programmes
Matt Wilton	Leeds City Council	Head of Employment Leeds
Chris Towing	Leeds City Council	Projects & Programmes Commissioning Manager

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
The assessment relates to the procurement of the Construction Skills Programme from 1 <sup>st</sup> December – 31 <sup>st</sup> March 2017. This service will be tendered through full EU Open Tender.

<b>4. Scope of the equality, diversity, cohesion and integration impact assessment</b> (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)
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<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input checked="" type="checkbox"/>
<b>Please provide detail:</b>	
Despite tough economic conditions, the construction industry now looks set to create 180,000 new jobs in the next five years and in Leeds there are large construction schemes worth nearly £6bn underway or proposed. However, skills shortages remains a threat to	

recovery and growth in the sector and employers are facing difficulties in recruiting skilled tradespeople. The assessment relates to the procurement of services to address construction skills gaps and shortages in the City and, to ensure local residents, in particular young people, women and people from BAME groups currently underrepresented in the sector, are well positioned to take full advantage of emerging job opportunities.

A high level of construction expertise and working knowledge of the sector is required to implement this programme which is not currently available in the Council. A contractor for the Construction Skills Programme will therefore be procured through an EU open tender. The contract will run from December 2015 to March 2017 and the selected contractor must have a well-established knowledge of, and a good reputation within, the construction sector in Leeds and be willing to work with the Council to maximise employment and skills obligations on major projects in the City.

#### **5. Fact finding – what do we already know**

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

Consultation with partner agencies including Construction & Housing Yorkshire and Leeds College of Building were used to develop the proposals for the original programme that started in April 2014. Feedback from learners (via Leeds College of Building) and employers (via Construction & Housing Yorkshire) gathered as part of the evaluation of the 2014/15 Construction Skills Programme and also the former Pathways to Construction Project, funded by the Council until December 2013, has strongly influenced the approach.

In addition, research undertaken to support the development of the Re-making Leeds (Heritage Construction Skills) Project in 2014 was also used to inform the delivery model for the Construction Skills Programme.

#### **Are there any gaps in equality and diversity information**

**Please provide detail:**

There have been reductions in the number of unemployed residents in Leeds, including a fall in the number of young people claiming Jobseekers Allowance in April 2015 by 33% or 1,640 on the same period last year. However in April 2015, there were still 3,330 young people aged 16-24 years who were not in work. The Construction Skills Programme will continue to prioritise young people for the opportunities that emerge in the construction industry.

Whilst there is limited equalities information on employment and skill levels across the industry, anecdotal evidence suggests that local residents, including women and people from Black, Asian and Ethnic Minority (BAME) groups remain underrepresented in the sector. In 2014/15, 25% of the total beneficiaries supported by the Council through employment and skills obligations were under 25 years old, 7% were female and, 6% identified themselves BAME.

There are no reliable local or regional statistics for disabled people in the construction

sector. However, we do know that Construction Sector Skills Council, reported in 2009 that 14% of those within the construction sector had some form of impairment. Where possible employers will be encouraged to put in place appropriate aids and adaptations where appropriate.

**Action required:**

As part of the delivery of the programme, equality monitoring will form a key element of the contract management procedures. On-going and more up-to-date research information and/or data ascertained through industry professional bodies or partners such as Construction Skills Council, Construction Industry Training Board and Leeds College of Building will be relied up to support development and targeting of activities through this project.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes

No

**Please provide detail:**

See above.

**Action required:**

Not applicable.

**7. Who may be affected by this activity?**

Please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

**Please specify:** unemployed people and people with low skills levels will also be prioritised.

### Stakeholders

- |   |   |                                       |
|---|---|---------------------------------------|
| <input checked="" type="checkbox"/> Services users                                | <input type="checkbox"/> Employees          | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners                                      | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers    |
| <input checked="" type="checkbox"/> Other please specify – construction employers |   |                                       |

### Potential barriers.

- |   |  |
|---|--|
| <input type="checkbox"/> Built environment  | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication  | <input type="checkbox"/> Customer care                     |
| <input checked="" type="checkbox"/> Timing  | <input type="checkbox"/> Stereotypes and assumptions       |
| <input checked="" type="checkbox"/> Cost  | <input type="checkbox"/> Consultation and involvement      |
| <input checked="" type="checkbox"/> specific barriers to the strategy, policy, services or function |  |

### Please specify

Timing – the current Construction Skills Programme will end on 30<sup>th</sup> November 2015. To ensure continuity of provision to employers and individuals the new service will need to begin on 1<sup>st</sup> December 2015 subject to approvals.

Cost – not all skills training needs identified can be met through Government funding. This is the primary reason for introducing the Flexible Fund. This will be managed through the Council and include additional investment from employers to meet their specific training needs.

### 8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

#### 8a. Positive impact:

The Construction Skills Programme will help to address construction skills gaps and shortages in the city supporting economic growth and, will ensure local people including young people, women, BAME groups and those with disabilities, have the skills and experience needed in the sector take full advantage of emerging job opportunities.

**Action required:**

The programme will be promoted to encourage greater awareness of the emerging training and job opportunities available to young people, BAME communities, women and people with disabilities. For example, International Women's Month, Black History Month etc.

Awareness-raising will also be promoted among construction employers to ensure the fair selection and recruitment of trainees and, to increase understanding of equality and access principles that apply in the workplace and beyond e.g. Flexible working arrangements to assist work-life balance, for those with caring and childcare responsibilities, adaptations will be encouraged where required to enable disabled applications to fully engage.

**8b. Negative impact:**

Please see barriers section above.

**Action required:**

Please see barriers section and actions to mitigate against any potential negative impact above.

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes

No

**Please provide detail:**

The main beneficiaries will be local unemployed people, in particular young people under 25 years and employers. The project will meet local employer needs by equipping local people with the specific skills and knowledge that the business is looking for to meet skills shortages.

**Action required:**

Not applicable.

**10. Does this activity bring groups/communities into increased contact with each**

<b>other?</b> (e.g. in schools, neighbourhood, workplace)
<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>  Young people will be undertaking work experience placement opportunities on site and in the work place.
<b>Action required:</b>  Not applicable.

<b>11. Could this activity be perceived as benefiting one group at the expense of another?</b> (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)
<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b>  Due to the relatively high numbers of young people unemployed in Leeds as described above and the underrepresentation of women, people from BAME groups and those with disabilities, the project will target these groups for the opportunities that emerge.
<b>Action required:</b>  None.

## 12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead Person
<u>Timing</u> – to ensure business continuity the new service is required to commence on time.	By 1 <sup>st</sup> Decembers 2017	Procurement Plan in place.	Head of Projects and Programmes
<u>Cost</u> – not all skills training will be met through Government funding. The Flexible Fund will be managed through the Council and include additional funding from employers to meet their specific training needs.	On-going over the period of this contract.	Level of match funding secured from employers.	The Contractor The Council Delivery Manager
<u>Target Groups</u> - The project will encourage greater awareness of the emerging training and job opportunities available to young people, BAME communities, women and people with disabilities.	On-going over the period of this contract.	Taake up of training, placement and job opportunities by particular equality groups identified in the project.	The Contractor The Council Delivery Manager



**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Sue Wynne	Chief Officer	4 August 2015

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project Monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

**Date impact assessment completed**

If relates to a Key Decision – **date sent to Corporate Governance** 4 August 2015

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**