

# 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: Children's Services</b>	<b>Service area: Leeds Youth Offer – Targeted IAG and Progression Services 2016</b>
<b>Lead person: Andrea Richardson</b>	<b>Contact number: 75323</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> <b>January – July 2016</b>	

<b>Title:</b> <b>Impact of the integration of previously commissioned Targeted IAG and progression services into Leeds City Council from 1<sup>st</sup> August 2016</b>
Is this a: <input type="checkbox"/> Strategy <input type="checkbox"/> Policy <input checked="" type="checkbox"/> Service <input type="checkbox"/> Function <input type="checkbox"/> Other
Is this: <input type="checkbox"/> New/ proposed <input type="checkbox"/> Already exists and is being reviewed <input checked="" type="checkbox"/> Is changing
(Please tick one of the above)

## 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>
Sally Lowe	LCC Children's Services	Service lead for CEIAG and NEET and 14-19 progression
Michelle Whippey	LCC Children's Services	Contract manager for Connexions contracts
Jane Hopkins	LCC Children's Services	Head of Communities & Partnerships, Employment and Skills
Jean Ellison	LCC Children's Services	Youth Offer and Youth Service Lead, overseeing the implementation plan

Mary Brittle	LCC Children's Services	Commissioning manager for current and previous Connexions contracts
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**3. Summary of strategy, policy, service or function that was assessed:**

Decision to move to a new model for Targeted IAG delivery for young people. New service will be within LCC, as a change from a contracted service. (Reduced budget, integrated into LCC practice across directorates) New model will include an increased role for existing support teams – shared responsibilities.

**4. Scope of the equality, diversity, cohesion and integration impact assessment**  
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

This EIA will focus on the changes to service delivery which may be a direct result from bringing the service into Leeds City Council.

**4b. Service, function, event**  
 please tick the appropriate box below

The whole service (including service provision and employment)	<input checked="" 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) (please see equality assurance in procurement)	<input type="checkbox"/>

**Please provide detail:**

**The proposed changes to service delivery will impact young people who are not in education, employment or training (NEET) and young people who are most at risk of becoming NEET.**

## **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)

See Appendix 1 for relevant data providing detail of the number of young people in the NEET group, where they are geographically located, their age, gender, ethnicity and individual circumstances.

There has been a wide consultation across stakeholder groups and across the Council to discuss the proposed changes and potential impact, including:

Youth Offending Service	Social Care Services	Youth Offer
Employment & Skills	Community Hubs	Sufficiency & Participation Team
Voluntary Sector	DWP	Targeted Services
Virtual School for Looked After Children and Care Leavers		
Post 16 providers		
Schools & Colleges (via the Participation and Progression Group and the CEIAG network)		
Executive Members for Children's services and Employment, Skills and Opportunity.		

Additional data and research relevant to the client group has contributed to the assessment:

National research findings demonstrating characteristics of those young people who are likely to become NEET.

Young Lives Leeds, Talent Match report looking at the impact of becoming NEET on those who are 18-25 years old.

The Devolved Youth Contract for 16 and 17 year olds, and its associated evaluation. This involved extensive consultation with young people who are NEET and those who re-engaged in provision, including those who sustained their destination for 3 months or more.

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

### **Please provide detail:**

Young people can choose not to disclose this information or require that it remains confidential and therefore it is not held in within Insight/Outreach (the tracking system for NEET).

Data can be omitted where post-16 providers have not collated this information on induction / enrolment and therefore it is not recorded. Where it recorded, circumstances for individual young people can change but this may not be reflected in Insight/Outreach (e.g. Looked After Child/ Care Leaver, Education Health and Care Plans, SEN circumstances).

It is not possible at present to quantify non-disclosure and data omissions, there has been a significant focus on E&D groups and how the proposed changes in service delivery will impact on them.

### **Action required:**

- Quantitative data on E&D groups to be provided to service areas as part of the service delivery plan, and used to establish a baseline against which to measure the impact of the new service.
- Data to be sourced from other council tracking systems and transferred into Insight/outreach on a regular basis (e.g. Framework I)
- New tracking procedures to be put in place to ensure this data is captured moving forward, and monitored through service reviews.

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

Yes

No

**Please provide detail:**

- Elected members – Labour Group
- Unions
- Leeds City College
- Citizens and Communities
- Commissioner for Housing Support
- Targeted Service Leads
- DWP
- 14-19 Strategic Partnership
- Participation and Progression Group
- Community Hubs
- Area Leadership Teams
- Community Committees
- Offsite Learning Providers
- Neighbouring Local Authorities

**Action required:**

- Stakeholders and consultation with young people to be included in the evaluation of the impact of service delivery from August 2016 onwards.

**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:** All young people who are NEET or at risk of becoming NEET may be affected by changes to the Connexions service.

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:** pregnancy and maternity, socially deprived, education or skills level, young people with mental health issues.

**Stakeholders**

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

Young people, parents/carers, schools, colleges, off-site providers and other learning providers, Connexions service and youth services providers in the statutory, private and voluntary sectors, Job Centre Plus, Targeted services for children and young people

**Potential barriers.**

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

**Please specify:**

The future service delivery will need to ensure that services are accessible to those young people who are NEET, including the visibility and accessibility of services.

**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:**

Positive impact:	Action required:
1. Co-locating services with Community Hubs will assist transition into adult services. The alignment of services, such	Continuous monitoring of footfall of NEET and EET young people accessing the Hubs and the services they are accessing.

as employment and skills, housing support, welfare and financial inclusion will help address barriers to moving into EET.	
2. Wider ownership of NEET and Not Known rates – improving practice for professionals and a greater understanding of progression routes for young people at post 16.	Dissemination of the NEET & Not Known Reports to service areas, including details of young people who fall within the NEET & Not Known cohort
3. Presenting a single point of contact – dealing with all post 16 needs in one place. Potentially better EET rates as professionals are up-skilled around progression. More staff contributing to tracking	Knowledge transfer training to take place to ensure all staff are aware of the new delivery model and have basic knowledge of IAG and progression routes for post 16.  NEET tracking forms and associated data collection processes to be implemented across service areas.
<b>8b. Negative impact:</b>	
<b>Negative impact:</b>	<b>Action required:</b>
1. NEET and Not Known rates may rise	Suite of reports to monitor data for equality groups to pick up any disproportionate effect
2. Reduction in service means that young people who are NEET are not getting the same level of service as before – this could have an uneven impact.	Reports to be utilised to consider NEET trends over time so service improvements can be implemented as appropriate. Consultation with key stakeholders to take place over time to identify inadequate service. Findings and appropriate action to be considered as part of the city wide NEET reduction plan.
3. Poor CEIAG services delivered to NEET young people after initial engagement.	The experience, knowledge and skills of members of the Aspire Igen team will transfer into the Council when the contract expires as the team will TUPE transfer. The wider workforce of professionals will be supported by these members of staff, all of which hold IAG qualifications and the service is Matrix accredited.  Workforce development packages will be developed and made available to the wider workforce of professionals.  Measures of quality to: <ul style="list-style-type: none"> <li>• feedback from young people on access and service offered/received</li> <li>• confidence of staff in making referrals / seeking support,</li> <li>• 6 monthly reviews of procedures and</li> </ul>

	protocols covering operational delivery.
<p>4. Changes to tracking may have a negative impact – multiple people inputting, things not being recorded, etc. Those who are EET are not tracked and fall into the Not Known category as their current status expires, thus increasing the Not Known Figure for the city and resources not effectively being targeted.</p>	<p>Quality assurance processes to be put in place to quality check the data, cleanse and feedback required improvements to the appropriate service areas. Monitoring of EET statuses that are due to expire and followed up by the Data Tracking Team.</p> <p>Service areas in contact with young people who are EET confirm their status and planned expiry date. This to be recorded on I/O</p>
<p>5. Those in EET, vulnerable of becoming NEET are not supported to maintain their current destination.</p>	<p>Service staff who are likely to come in contact with 16-18 year olds are informed of the new delivery model, the support available at the hubs and other aligned services.</p>
<p>6. An Equality and Diversity Impact assessment was undertaken on 5<sup>th</sup> July 2016. Using data from January 2016 this showed that unadjusted NEET rates amongst young people in care was 19.2% and care leavers was 36.2%, significantly higher than the rest of the population at 5.8%. 21% of the cohort was young people from BAME communities which are proportionate to the general population at this age range. However, Care Leavers are over-represented in the NEET cohort.</p>	<p>Care Leavers are supported through the Care 2 Work initiative and new arrangements are being developed with the Employment and Skills service to strengthen this activity and to better connect the target group with prioritised access to employment support programmes and Council apprenticeships and the graduate employment scheme.</p>

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

**Yes**
 **No**

**Please provide detail:**  
Integration of service delivery will potentially increase the use of all associated services by young people.

Service areas will establish stronger relationships between each other through the alignment of services, being able to utilise information about young people better in order to achieve positive outcomes for young people.

**Action required:**

- Monitor the impact of the new service delivery over time.
- Clear promotion of the services and positive case studies to young people, stakeholders, carers and parents
- Continue with NEET sweeps and mailings to parents/carers (post 14 and post16).
- Utilisation of Leeds Pathways as the main source of information for learning and employment options for young people.
- Continuation of the Leeds CEIAG network, supporting schools and colleges to meet their CEIAG duties

**10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?**

Yes

No

**Please provide detail:**

New young people engaging with additional services in communities. Groupwork in clusters. Increasing engagement with other services. Increase communication among lead professionals.

**Action required:**

Keep those impacted informed of the service (as in section 9 above)

**11. Could this activity be perceived as benefiting one group at the expense of another?**

Yes

No

**Please provide detail:**

The change in services will not adversely impact on any identified group, but will disproportionately benefit those young people most in need of services to support participation in learning and progression into future employment and economic activity. These are the young people in the NEET group and those who we can identify, by use of early diagnostic assessments, as being likely to join the NEET cohort in future if early intervention to support progression is not in place.

Therefore, those service users in equality groups who are over-represented in the NEET cohort will benefit most from new service delivery, including some ethnicity groups (gypsy / roma/ Irish travellers, black Caribbean and some groups of dual heritage), teenage pregnancy and parents. Gender is not considered to be a significant factor alone, but combined with ethnicity and / or other individual circumstances, can be a factor. The characteristics of religion or belief, gender reassignment and sexual orientation are not monitored in the data reported on Insight/outreach, or required to be in the return to the DfE.



**Action required:**

NEET Sweeps to continue to support those who are most disengaged.

Continue to monitor those accessing the service at the Community Hubs to ensure there is not any particular ethnicity group which misses out on the service.



<p>Evaluation and improvement of service delivery to ensure the needs of vulnerable young people are met, and is responsive to the changing needs and changing service structures in Leeds.</p>	<p><b>Quarterly reviews starting October 2016</b></p>	<p><b>Quarterly NEET reports</b></p> <p><b>Adherence to Service Level Agreements on data tracking from service areas</b></p> <p><b>Consultation with young people &amp; Stakeholders via:</b></p> <ul style="list-style-type: none"> <li>• Service Areas</li> <li>• Youth Offer teams,</li> <li>• CEIAG Network</li> <li>• 14-19 Strategic Partnership</li> <li>• Participation &amp; Progression Group</li> <li>• Care 2 Work Group</li> </ul>	<p><b>Sally Lowe &amp; IM&amp;T</b></p> <p><b>Jean Ellison Lead</b></p> <p><b>Jean Ellison</b>  <b>Satbinder Soor</b>  <b>Sally Lowe</b>  <b>Sally Lowe</b>  <b>Sally Lowe</b></p> <p><b>Jackie Roper</b></p>
<p>Continuous monitoring of footfall of NEET young people accessing the Community Hubs</p>			
<p>Dissemination of NEET &amp; Not Known Reports to service areas, including details of young people who fall within the NEET &amp; Not Known cohort in order to be able to effectively direct resources.</p>		<p><b>Data report produced and shared with service areas</b></p>	<p><b>Jean Ellison</b> <b>(IM&amp;T)</b></p>

<p>Knowledge transfer training to take place to ensure all staff are aware of the new delivery model and have basic knowledge of IAG and progression routes for post 16.</p> <p>NEET tracking forms and associated data collection processes to be implemented across service areas. Appropriate training given so users understand the definitions of the NEET categories.</p>			
<p>Suite of reports to monitor data for equality groups to pick up any disproportionate effect</p>		<p><b>Data report produced and shared with service areas</b></p>	<p><b>Jean Ellison (IM&amp;T)</b></p>
<p>Reports to be utilised to consider NEET trends over time so service improvements can be implemented as appropriate.</p> <p>Consultation with key stakeholders, including young people, to take place as part of the evaluations so any inadequacy in service can be identified. Findings and appropriate action to be considered as part of the city wide NEET reduction plan.</p>		<p><b>Data report produced and shared with service areas</b></p>	<p><b>Jean Ellison</b></p> <p><b>Sally Lowe</b></p> <p><b>Service Areas</b></p>
<p>Quality assurance processes to be put in place to quality check the data, cleanse and feedback required improvements to the appropriate service areas.</p>		<p><b>Recommendations of appropriate processes established – July 2016</b></p>	<p><b>Jean Ellison</b></p>

<p>The experience, knowledge and skills of members of the Aspire Igen team will transfer into the Council when the contract expires as the team will TUPE transfer. The wider workforce of professionals will be supported by these members of staff, all of which are Matrix accredited.</p> <p>Workforce development packages will be developed and made available to the wider workforce of professionals.</p>		<p>Measures of quality to:</p> <ul style="list-style-type: none"> <li>• feedback from young people on access and service offered/received</li> <li>• confidence of staff in making referrals / seeking support,</li> <li>• 6 monthly reviews of procedures and protocols covering operational delivery.</li> </ul>	<p><b>Jean Ellison</b></p>
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**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
Andrea Richardson	Head of Service Learning for Life	

**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**

<b>Date sent to Equality Team</b>	
<b>Date published</b>	

## **Appendix 1**

### **January 2016 NEET and Not Known Data**

All figures contained in this report come from Insight/Outreach (NCCIS database) unless otherwise stated. The figures are for all young people who are resident in Leeds (apart from those figures from other local authorities).

All the figures in this dataset are for young people, who are in academic Years 12-14, so includes young people age 16-19.

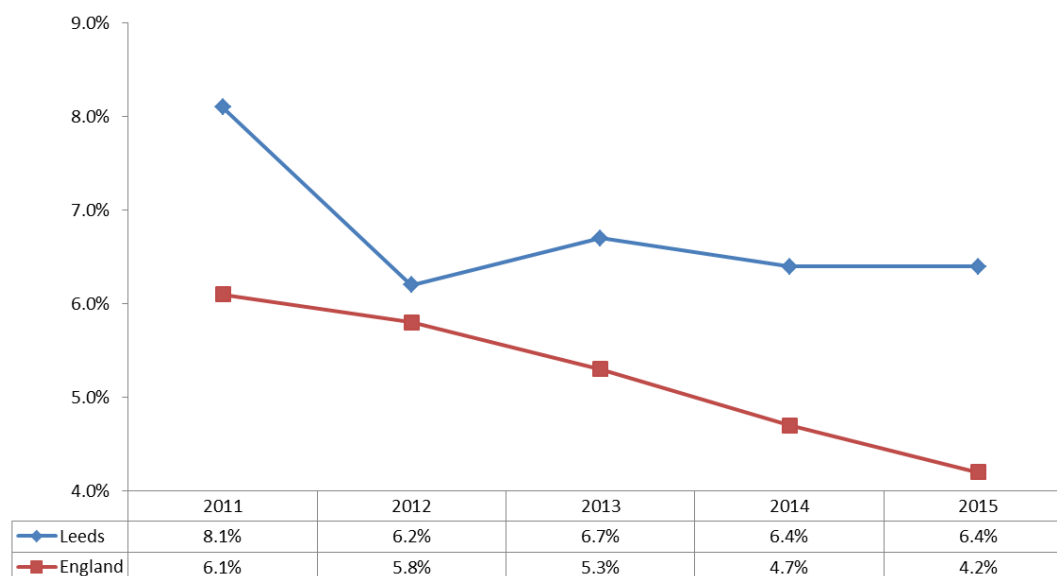
#### **1. Adjusted NEET National and Comparator Trends (Updated Annually)**

To benchmark national annual adjusted<sup>1</sup> NEET performance, the DfE use average data from November, December and January each year as these are considered the most reliable months for NEET data reporting.

Figure 1.1 shows the annual adjusted NEET levels for the past five years for Leeds and National. Between 2011 and 2012 there was a significant reduction in NEET levels in Leeds from 8.1% to 6.2%; however, since 2012 the NEET trend has remained more or less stable, averaging 6.4% over the past 4 years.

During this period, the Leeds NEET level has been consistently higher than the England average, with the gap widening year on year since 2012. In the latest dataset: 2015 Leeds NEET rates were 2.2 percentage points higher than national.

**Figure 1.1 Leeds and National Adjusted NEET Annual Performance (taken from the November - January NEET Average; Source: NCCIS).**



<sup>1</sup> Percentage Adjusted NEET = Number of Adjusted NEET / (Number of Adjusted EET + Adjusted NEET) x 100

**Table 1.2 Leeds Adjusted NEET Numbers Since 2012.**

Year	Adjusted Number NEET
2012	1374
2013	1540
2014	1449
2015	1469

**Table 1.3 Adjusted NEET and Not Known Rates in the Core Cities 2015  
(Nov 2015-Jan 2016 Average: Source NCCIS)**

Core City	NEET	Not Knowns
Birmingham	5.2%	16.9%
Sheffield	5.2%	5.8%
Bristol	5.7%	9.9%
Newcastle	5.7%	4.7%
Nottingham	5.8%	2.7%
Manchester	6.0%	14.1%
Liverpool	6.3%	19.2%
Leeds	6.4%	3.6%

Although Leeds had the highest adjusted NEET rates of the Core Cities (at 6.4%); it also had the lowest Not-known rates (after Nottingham). High Not-known rates artificially suppress the NEET figure because many young people whose status is Not Known will in fact be NEET, but will not be recorded as such. Therefore we can assume that our figure of 6.4% is more accurate, and the reality of NEET in other Core Cities such as Birmingham, Liverpool and Manchester is worse than is shown in Table 1.3.

**Table 1.4 Adjusted NEET and Not Known Rates in Leeds' Statistical Neighbour Local Authorities 2015 (Nov 2015-Jan 2016 Average)**

Statistical Neighbour	NEET	Not Knowns
Bury	3.7%	2.8%
North Tyneside	3.8%	3.3%
Calderdale	4.3%	4.2%
Derby City	4.8%	4.7%
Kirklees	4.8%	4.2%
Bolton	4.8%	9.2%
Sheffield	5.2%	5.8%
Newcastle	5.7%	4.7%
Leeds	6.4%	3.6%
Darlington	6.4%	1.3%
Stockton on Tees	6.6%	0.7%

Table 1.4 shows Leeds had the third highest adjusted NEET rates of the Statistical Neighbour local authorities. With the exception of Bolton, the Not Known rates of this group were relatively low so the NEET percentages should be considered to be fairly accurate.



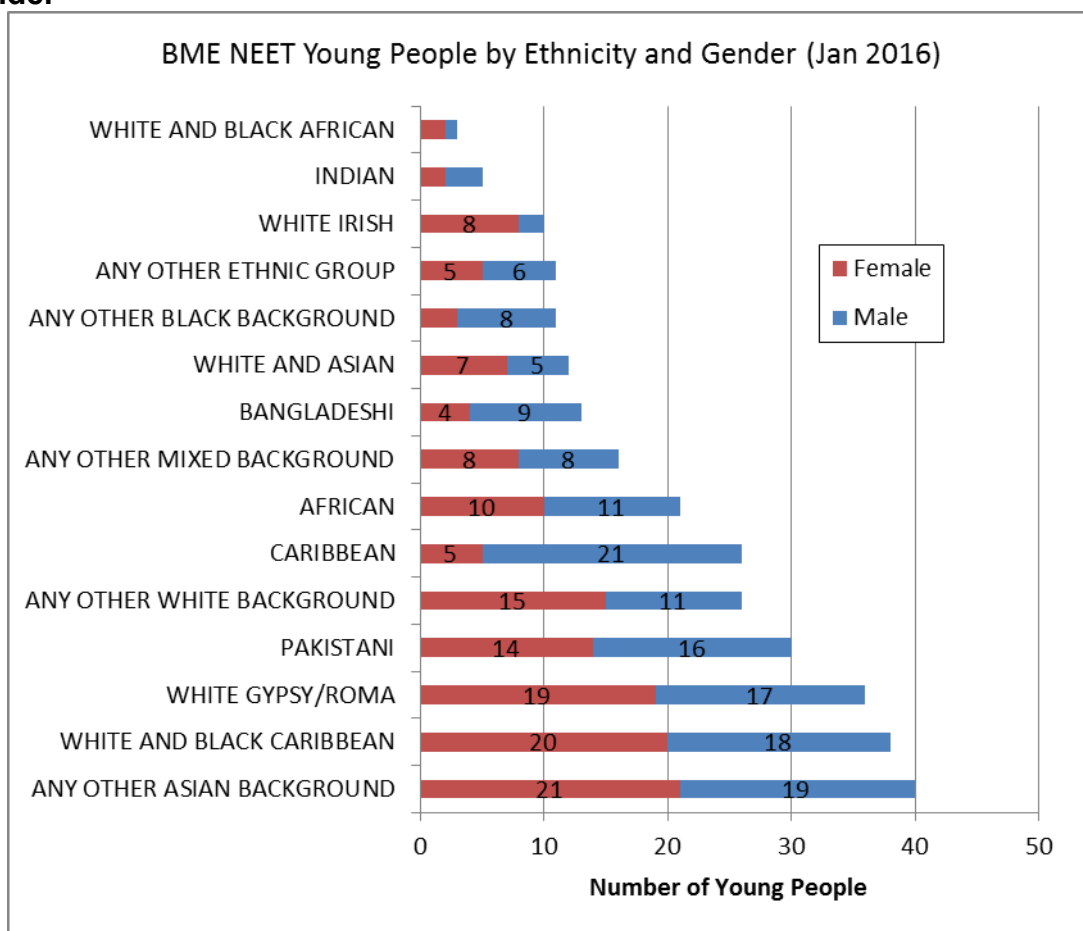
## 2. January 2016 Leeds Unadjusted NEET Ethnicity and Gender.

At the end of January 2016 there were 1370 NEET young people in Leeds; this was 6.1% of the total number of 16-19 year olds (unadjusted figures). There were more young men (54%) in the NEET cohort than young women (46%).

77.2% of the NEET cohort was White British, this equates to 1057 young people (573 male and 481 female<sup>2</sup>).

Excluding those with unknown ethnicity (i.e. 13 young people); 300 NEET young people were in the BME ethnic groups as shown in Figure 2.1.

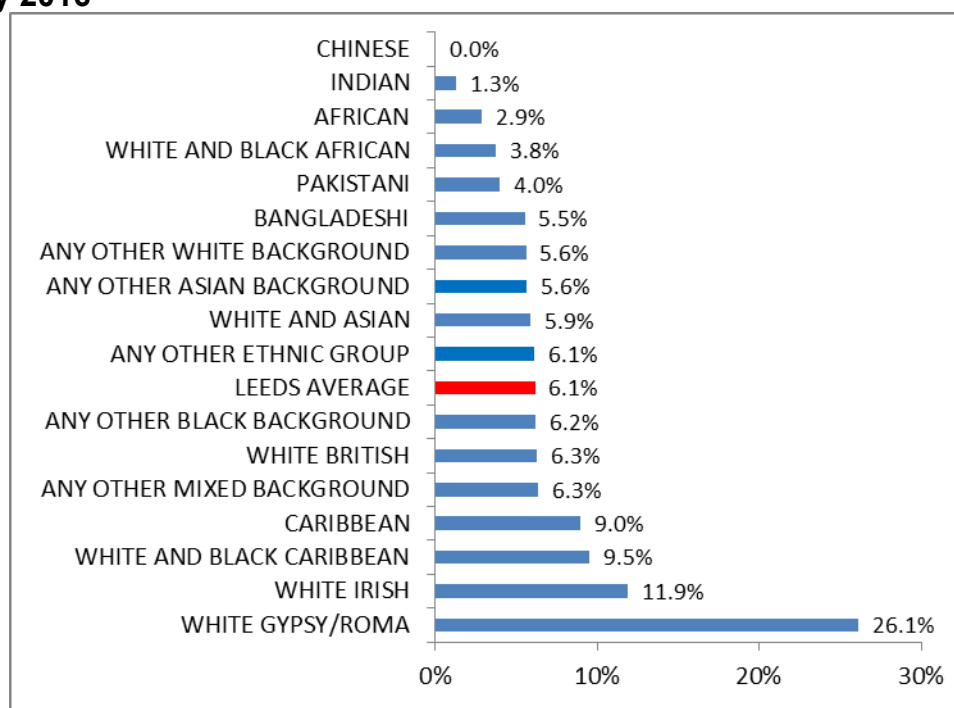
**Figure 2.1 The Leeds BME NEET cohort at January 2016: by ethnicity and gender**



The percentage of young people NEET (unadjusted) within each ethnic group is shown in Figure 2.2

<sup>2</sup> With Known Gender

**Figure 2.2 The percentage of young people NEET within each ethnic group January 2016**



The Leeds city wide average unadjusted NEET (6.1%) is shown on Figure 2.2 as a red bar. Ethnic groups with a higher proportion of NEET young people than the city average were from: White British, Caribbean, Other Mixed Backgrounds; with the highest proportion of Gypsy/Roma at 26.1%. The proportion of White Irish young people NEET has reduced considerably to 11.9% (from 21.9% in July 2015). Asian and African ethnic groups had lower percentages of NEET young people than the city average: only 1.3% of Indian and 0% of Chinese 16-19 year olds were NEET.

### 3. Employment and Skills Service - Equality Data for Service Users 2014/15

In 2011, 18.9% of the resident population was BAME. In 2014/15, 39% of the people supported into employment through Jobshops were BAME, thus demonstrating that new service delivery points (Community Hubs and Job shops) are accessed and used by all groups with positive outcomes achieved.

	Total	Gender	Ethnicity	Age	Disability
People Accessed the service	<b>30,166</b> (8,697EBP*)	52% Female 48% Male	41% BAME 2% PNTS	20% 16-24 80% 25+	13% 3% PNTS
People into Employment	<b>4,630</b>	47% Female 53% Male	39% BAME 14% PNTS	37% 16-24 63% 25+	5% 17% PNTS
People with improved skills	<b>15,978</b> (8,697 – EBP*)	68% Female 32% Male	40% BAME 3% PNTS	11% 16-24 89% 25+	19% 3% PNTS

\*No ethnicity data collected

#### 4. January 2016: Unadjusted NEET by Year Group

The percentage of young people NEET increases with Year Group because over time some young people drop out of courses or end their training/employment. At the end of January 2016, 2.4% of Year 12's were NEET compared to 9.9% of Year 14's (Table 3.1).

Table 3.1 also shows that over half (55%) of the total NEET cohort were in Year 14.

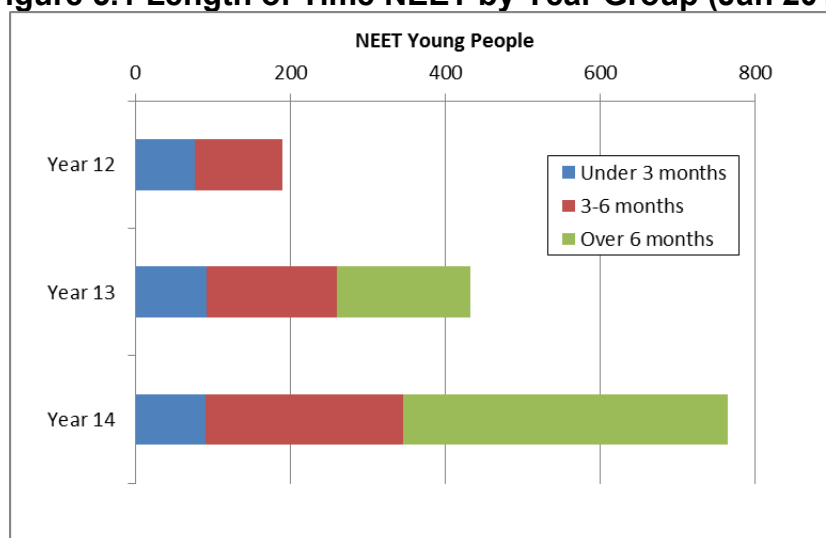
**Table 4.1 NEET by Year Group (Jan 2016)**

Year Group	Age Range	% of Year Group NEET	No. of YP NEET in Year Group	% of Total NEET Cohort
12	16-17yrs	2.4%	182	13%
13	17-18yrs	5.9%	438	32%
14	18-19yrs	9.9%	750	55%

#### 5. January 2016: Length of Time by Year Group

The duration of being NEET increases significantly with Year Group. At the end of January 2016, 55% of Year 14 NEET young people (419) had been so for over 6 months.

**Figure 5.1 Length of Time NEET by Year Group (Jan 2016)**



#### 6. Not Known by Year Group

The total number of Not Known young people includes all those with a "Not Known" status and those who were EET, but whose status has expired. Table 6.1 shows that the number of Not Knowns more than doubled in each ascending Year Group.

**Table 6.1 Not Known By Year Group (Jan 2016)**

Year Group	Age Range	No. of YP "Not Known"	% of Cohort
12	16-17yrs	88	1.2%
13	17-18yrs	157	2.1%
14	18-19yrs	371	4.9%

## 7. January 2016: Children Looked After/Care Leavers

Table 7.1 shows that unadjusted NEET rates amongst young people in care or care leavers were significantly higher than the rest of the population across all Year Groups. There are no CLA in Year 14 because a young person’s legal status ends (i.e. they leave care) on their 18<sup>th</sup> Birthday. The definition of a care leaver used here is any young person who was in care at any time; this may differ from other definitions of care leavers used elsewhere (e.g. DfE); which may specify care duration or a reference age before inclusion in the cohort.

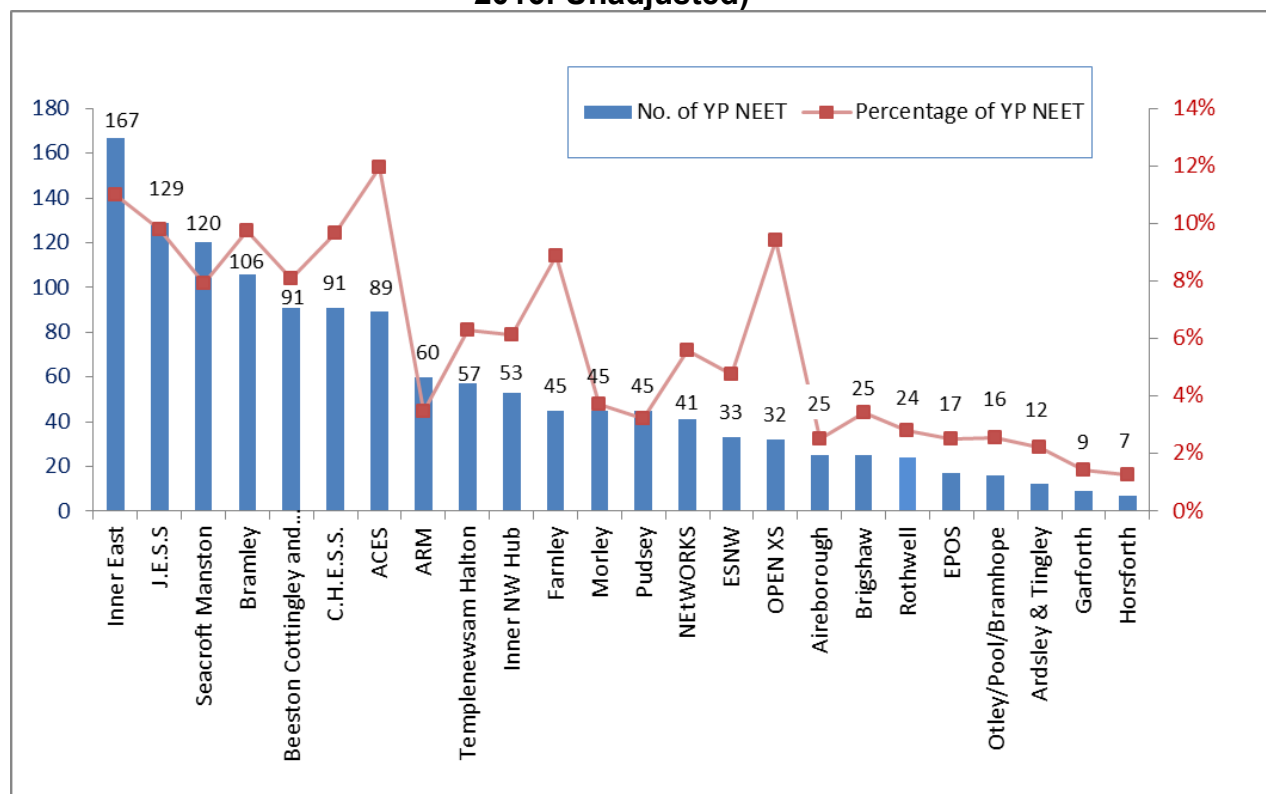
**Table 7.1. Children Looked After (CLA) and Care Leavers (CL) NEET by Year Group (Jan 2016)**

Year Group	Age Range	Non-CLA/CL %NEET	CLA %NEET	Care Leavers %NEET
12	16-17yrs	2.2%	16.4%	16.7%
13	17-18yrs	5.6%	21.6%	39.6%
14	18-19yrs	9.5%	-	38.9%
<b>All Year Groups</b>	<b>16-19 yrs</b>	<b>5.8%</b>	<b>19.2%</b>	<b>36.2%</b>

## 8. January 2016: Leeds Overall Unadjusted NEET Numbers in Clusters

Figure 8.1 shows the number and percentage of NEET young people living in each cluster area of the city. The highest numbers were in the Inner East: 167 young people (11.0% of the 16-19 cohort in the area); followed by J.E.S.S: 129 young people (9.8%). ACES had the highest proportion of young people NEET at 12.0%.

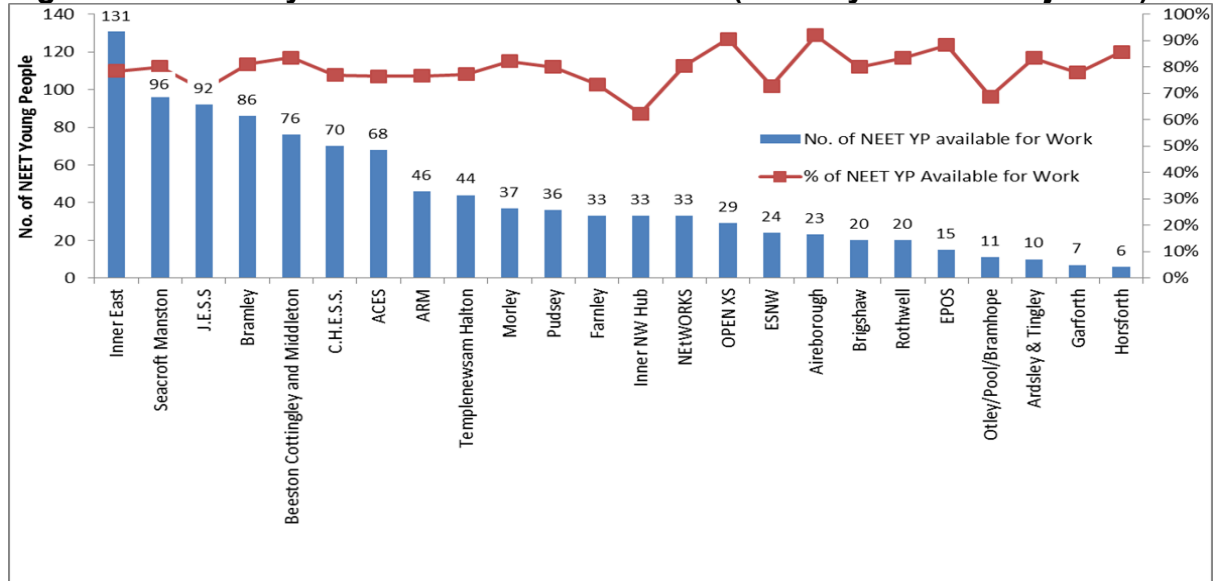
**Figure 8.1 NEET By Cluster: Number of Young People and Percentage (Jan 2016: Unadjusted)**



### 9. January 2016: Leeds NEET Available for Work by Cluster

City wide, 78% of the NEET cohort were available for work (1069 young people). Figure 9.1 shows the number of NEET young people in each cluster who were available for work at the end of January 2016 with the corresponding percentage. Again, the highest numbers of young people were in the Inner East cluster. There was no significant variation in the percentage rates across the clusters with the possible exception of the Inner NW Hub cluster which had a low percentage of young people available for work (62%) when compared to the others.

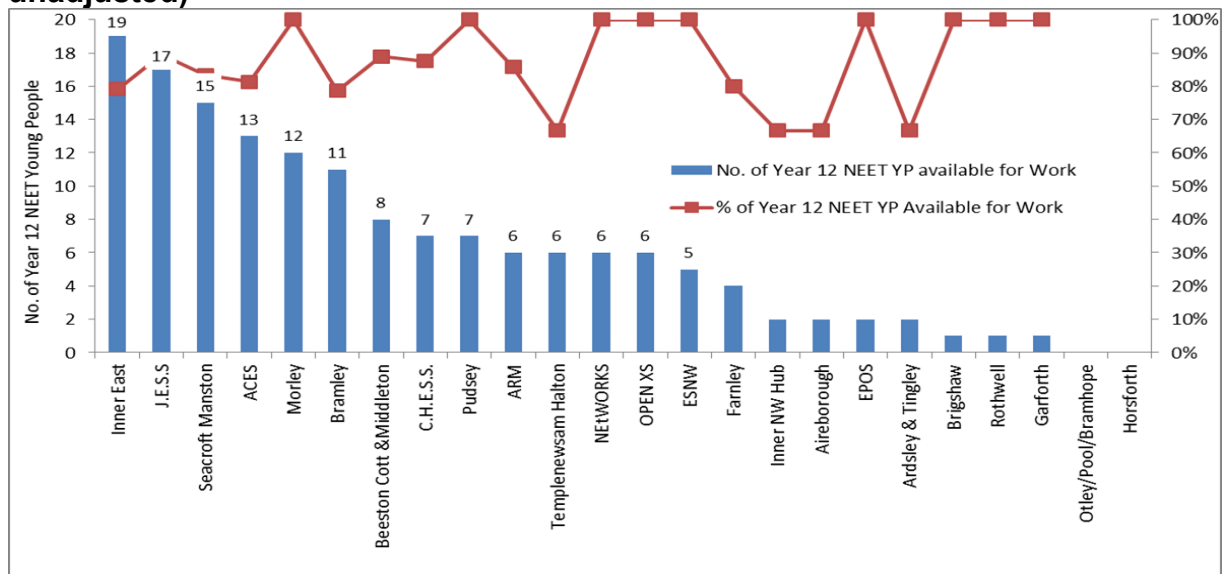
**Figure 9.1 NEET By Cluster: Available for Work (January 2016: Unadjusted)**



### 10. Leeds NEET Available for Work by Cluster Year 12 (16-17 Year Olds)

City wide, 86% of the Year 12 (16-17 year olds) NEET cohort were available for work (156 young people). Figure 10.1 shows that relatively few NEET young people available for work were in Year 12: in eleven of the 24 Clusters there were 5 or less. The highest levels were in the Inner East, followed by JESS and Seacroft Manston.

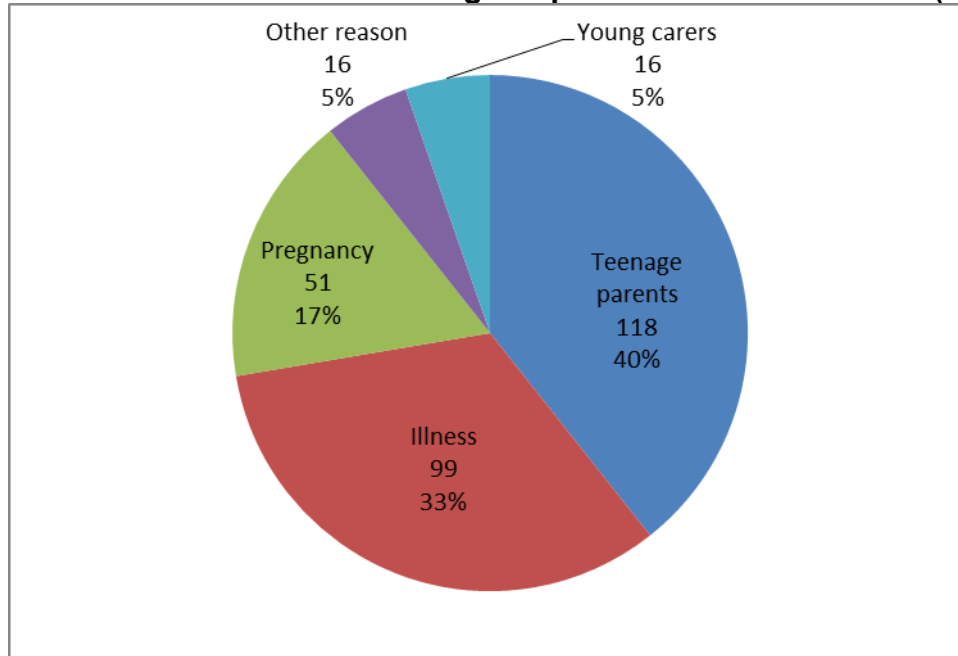
**Figure 10.1 Year 12 NEET By Cluster: Available for Work (Jan 2016: unadjusted)**



### 11. Leeds NEET Unavailable for Work (January 2016)

Across the city there were 301 NEET young people unavailable for work. Figure 11.1 shows the number and percentage breakdown of these young people by the reason. Over half of this group were NEET due to pregnancy or parenthood; a third due to illness.

**Figure 11.1 Breakdown of NEET Young People Unavailable for Work (Jan 2016)**

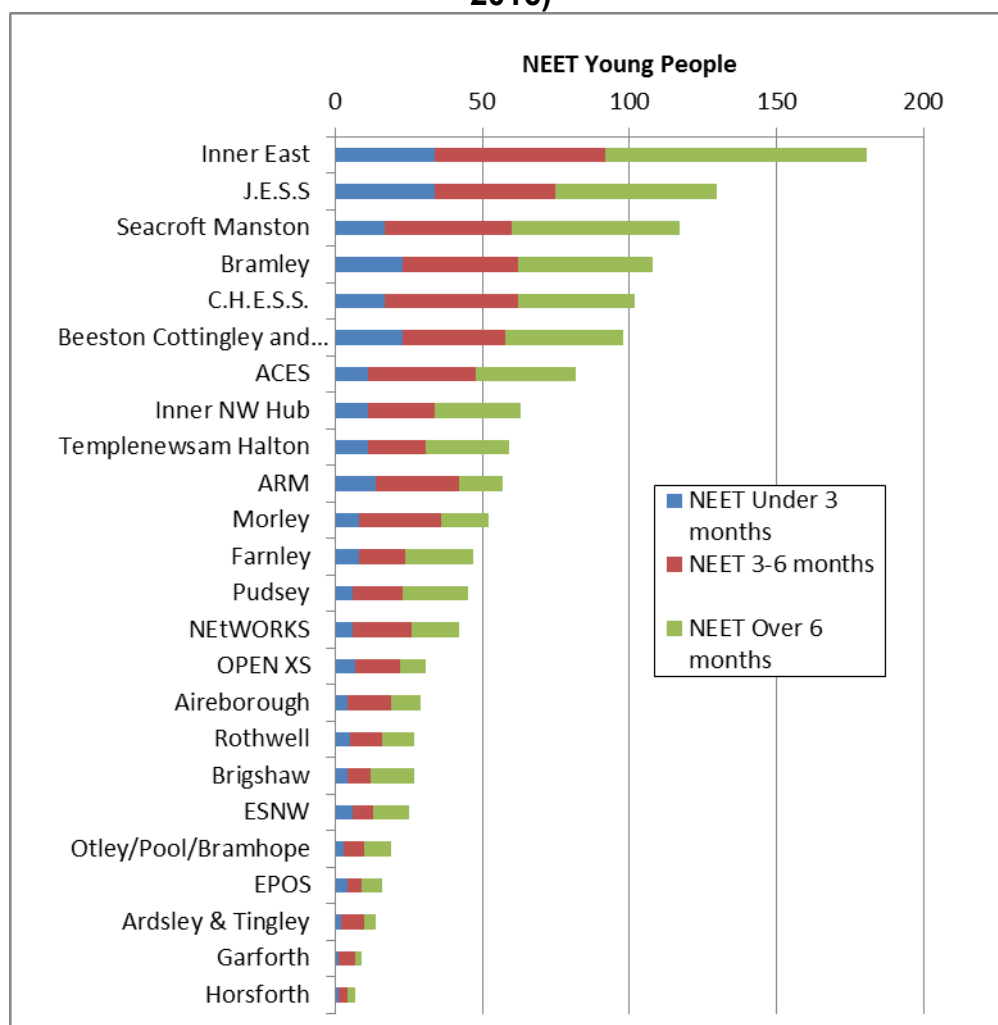


### 12. January 2016: Length of Time Young People were NEET by Cluster

At the end of January 2016, 592 young people in Leeds had been NEET for over 6 months this equates to 43% of the NEET cohort; 535 had been NEET for 3-6 months (38%); 260 had been NEET for under 3 months (19%)<sup>3</sup>.

Figure 12.1 shows the number of young people in each cluster broken down by the length of time they were NEET. The highest level of long term NEET was in the Inner East cluster: 15% of the young people in the whole of Leeds who had been NEET for over 6 months were living in this cluster.

**Figure 12.1 Length of Time Young People had been NEET By Cluster (January 2016)**



<sup>3</sup> The length of time figures come from the live Insight database so will vary slightly from other data in this report which come from the DfE uploads which were subject to retrospective cleansing.

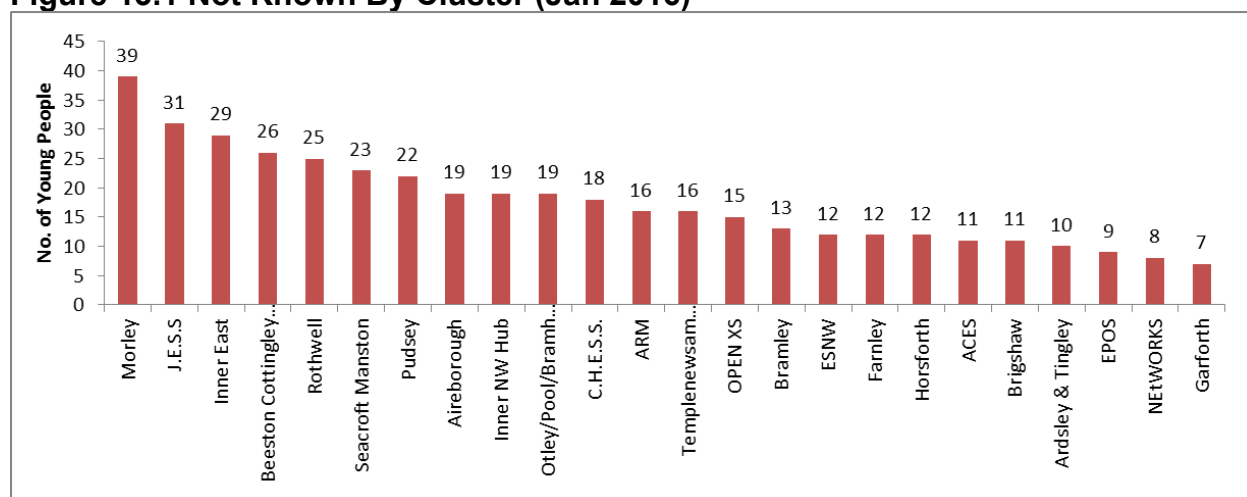
### 13. The Number of Young People whose status was Not Known: January 2016

In January 2016, 616 young people had a “Not Known” status (2.7% of the 16-19 population). The definition of the Not known includes young people who were in Employment, Education or Training (EET) but whose status has expired. City-wide, 54% of the Not Known group had an expired EET status.

A high Not Known figure affects the accuracy of the NEET calculation because it is not known how many young people in this group are in fact NEET. The Leeds figure of 2.7% was relatively good compared to national which was 6.4%.

The variation in “Not Known” numbers in cluster areas in January 2016 is shown in Figure 12.1. Figure 13.1 only includes those young people with a confirmed Leeds home address on the Insight/Outreach system; 194 of the “Not Known” cohort had either no home address registered on the system or had an address outside of Leeds.

**Figure 13.1 Not Known By Cluster (Jan 2016)**





## **NEET Definitions**

### **EET**

Young people (YP) who are in education post year 11, in training or in employment are counted as EET. This category includes young people who are in school sixth forms; sixth form college; further education; higher education; part-time education and also gap year students. Young people are counted as in employment if they are following an apprenticeship; if employment is temporary, part-time or full-time; and if the employment is with or without training. Young people whose current status (i.e. not expired) is EET, are counted in the unadjusted EET figure.

### **ADJUSTED EET (Number of)**

This figure takes into account the number of young people who were EET but whose status has now expired. 92% of expired EET young people are presumed to still be EET. Therefore the Adjusted EET figure is calculated as follows:

Adjusted EET = Total Number of Unexpired EET YP + (0.92 x Total Number of Expired EET YP)

Assume all EET figures are unadjusted unless indicated otherwise.

### **ADJUSTED NEET (Number of)**

This figure takes into account the number of young people who were EET but whose status has now expired. 8% of expired EET young people are presumed to be NEET. Therefore the Adjusted NEET figure is calculated as follows:

Adjusted NEET = Total Number of NEET YP + (0.08 x Total Number of Expired EET YP)

### **ADJUSTED NEET (Percentage of)**

The adjusted NEET percentage is commonly used in comparator data.

It is calculated as:  $(\text{Adjusted NEET} / (\text{Adjusted NEET} + \text{Adjusted EET})) \times 100$

Assume all NEET figures are unadjusted unless indicated otherwise. Unadjusted figures are the NEET numbers or rates without any correction:  $\text{Number of NEET YP} / \text{Total Number of YP} \times 100$

### **NEET: available for work**

This category includes young people who are pursuing personal development opportunities; doing full-time voluntary work; have a start date for work or training agreed; as well as those who are actively seeking employment, education or training.

### **NEET: unavailable for work**

This category includes young people who are not in a position to work or participate in education or training because they are ill; pregnant; teenage parents and caring for their child; or young carers.

### **Not known**

A status for all young people in academic years 12 to 14 is recorded on the Insight/Outreach database, which is the data source for all the data in this dashboard. Some young people cannot be contacted to establish their status; or refuse to give the information. Young people whose status has expired will also have a status of "Unknown".

The expiry periods statuses are detailed below:

- Full time education - 12 months from last confirmation. Cannot be extended beyond the end of the course. For those in higher education this can be extended to two years.
- Employment with training (including apprenticeships) - 12 months from last confirmation. Can in certain circumstances be extended to two years for those 18 and over.
- Employment without training - 6 months from last confirmation.
- Training - 6 months from last confirmation. Cannot be extended beyond the end of the course.
- Temporary employment; part time learning; part time employment; gap year students - 4 weeks after date of review
- Custodial sentence/asylum seekers/refugees yet to be granted citizenship - 4 weeks after date of review

#### Custody

Young people in custody are not counted as either EET or NEET. Similarly refugees and asylum seekers are not counted as either EET or NEET. The latter category is not included in this dashboard as numbers of refugees and asylum seekers in Years 12 to 14 and recorded on Insight/Outreach in Leeds are fewer than 5 across the whole city.