

Equality Impact Assessment

Policy Title: Scrutiny Review of Children and Young People not In Education, Employment or Training (NEETs)
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Who is responsible for developing and implementing the policy?	
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Name: Bryan Jeffreys	Job Title: (Chair of the Children and Young People's Partnership and Director of Learning and Development)
Directorate: Learning and Development	Department: N/A
Assessment Date: 30 th March 2009	

1. Objectives

What are the objectives of the policy being developed or reviewed?

Review Focus

- Are there effective processes for ensuring children and young people of statutory school age have access to full-time education?
- What action is taken to reintegrate children who have been excluded from school or are subject to extended sanctioned absence?
- What plans are put in place regarding education, employment and training for children and young people referred to the Youth Offending Service (YOS)?
- What are the arrangements for children and young people at risk of becoming NEET?

Objectives and Purpose of the Review

- To make recommendations regarding how the Council and partners can address the issue of those children who are not in education, training and education.
- To identify particular issues around how education, training and employment options for children referred to the YOS can be improved.

2. Background Data

Who is intended to benefit from this policy?	Please
All residents of the Vale of Glamorgan	✓
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: Children and young people	✓
Other Please specify:	

What research or baseline information do you have about how your service is used by various groups of people?

The Task and Finish Group held a number of meetings and received evidence from council officers and external agencies. The T&F group also considered best practice in other authorities, research and WAG policy.

3. Gender

Will the policy have a **positive impact** directly or indirectly on different groups in the community.

Gender: please ✓	Yes	No
Women	✓	
Men	✓	

What evidence do you have to support this view?

Research indicates that the majority of NEETs are male. However the recommendations made in the report will apply to both males and females who are NEET.

What actions can you take to have a more positive impact?

If the review leads to an increase in opportunities through training, employment and work placements then this will have a positive impact on the outcomes for those currently NEET or at risk of becoming NEET.

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place). Will the policy have a **positive impact** on the following groups?

Race: please ✓	Yes	No
Black and minority ethnic population	✓	
Economic migrants		
Asylum seekers and refugees		

What evidence do you have to support this view?

The review did not specifically look at race issues, however all recommendations are focused on improving opportunities for those who are NEET or who are at risk of becoming NEET and recognises that there needs to be tailored packages to suit individual needs.

What actions can you take to have a more positive impact?

The Children and Young People's Partnership will take the lead on a number of these issues and has recognised the importance of cultural identity and race.

5. Disability

Will the policy have a **positive impact** on people with disabilities e.g. services will be more accessible for people with a disability?

Disability: please ✓	Yes	No
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

What evidence do you have to support this view?

The review did not specifically look at disability issues, however all recommendations are focused on improving opportunities for those who are NEET or who are at risk of becoming NEET and recognises that there needs to be tailored packages to suit individual needs.

Many of the young people who become NEET have mild to medium learning disabilities; the ability to keep them engaged in education, training and employment will have a positive impact on their quality of life.

What actions can you take to have a more positive impact?

The Children and Young People's Partnership will take the lead on a number of these issues and has recognised the importance of improving access. These recommendations aim to help improve outcomes for those whose needs are not currently being met.

6. Welsh language

Will the policy provide a positive impact both in Welsh and English in accordance with the Council's Welsh Language Scheme? e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms

Language: please ✓	Yes	No
Welsh	✓	

What evidence do you have to support this view?

The review did not specifically focus on the needs of those for whom Welsh is the first language, however the review covered all schools in the Vale including Welsh medium.

What actions can you take to have a more positive impact?

Although activities within Welsh Medium schools were included in the review and Passport to Learning applies to all schools the review did not focus on training and employment opportunities for Welsh speakers and therefore no conclusions/recommendations can be drawn by the in this specific area.

7. Age

Will the policy provide a positive impact for younger/older people?

Age: please ✓	Yes	No
Under 25 years	✓	
Over 50 years		

What evidence do you have to support this view?

All the recommendations within the report aim to improve outcomes for children and young people. Recommendations include the development of a parenting strategy, improved information sharing, and for partners in the Children and Young People’s Partnership to provide more work experience opportunities.

What actions can you take to have a more positive impact?

Continued scrutiny in this area e.g. monitoring performance of the educational attainment of Looked After Children will help to identify further areas for improvement as necessary.

8. Religion and belief

Will the policy provide a positive impact for people with different religious/belief backgrounds?

Religion/belief: please ✓	Yes	No
	✓	

What evidence do you have to support this view?

The recommendations will help to improve opportunities for all children and young people who are NEET or are at risk of becoming NEET

What actions can you take to have a more positive impact?

9. Sexual orientation

Will the policy provide a positive impact for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals	✓	

What evidence do you have to support this view?

The recommendations will help to improve opportunities for all children and young people who are NEET or are at risk of becoming NEET

A number of young people drop out of school due to bullying, including homophobic bullying. The ability to keep these young people engaged in education, training and employment will have a positive impact on the quality of their lives.

What actions can you take to have a more positive impact?

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)

No specific consultation was undertaken for the review however a range of officers (internal and external) gave evidence and best practice was considered. In particular research undertaken by Cordis Bright in the Vale in 2007 was used to inform the review and this research included consultation with providers and young people.

Who was consulted?

Those involved in the review are detailed within the report. All contributors had the opportunity to comment on the final report.

How have the results of the consultation been implemented?

The report was amended to reflect comments received.

11. Monitoring

How will you monitor the impact of this policy on service users?

Six monthly progress reports will be made to the Scrutiny Committee (Lifelong Learning). The Children and Young People's partnership will also monitor progress of those areas consistent with the approved Children and Young People's Plan
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What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?
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Education data is already monitored against different groups.

12. Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

The report will be available on the Council's website and can be made available in other formats on request.
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13. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

14. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be submitted to a review panel to assess and discuss any further information or action required and subsequently published on the Council's website.

15. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name): Beverly Noon	Date: 2 nd April 2009
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Designation: Operational Manager - Corporate Policy and Communications	
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