

## Resident Impact Assessment

### Post-16 Education, Employment and Training Report of the Children's Services Scrutiny Committee

#### Service Area: Employment, Skills and Culture

#### 1. What are the intended outcomes of this policy, function etc?

This policy is designed to ensure that services for young people in Islington are easier to access and better aligned to ensure that all young residents are able to access the most appropriate support for them at the most appropriate time, whether they are in mainstream education or not. Currently services can appear duplicatory and numerous flyers and leaflets serve to confuse young people, which has been found to be counterproductive. The changes will create a more streamlined and seamless offer which is designed to increase take up of the offers available, whilst also making best use of council resources.

#### 2. Resident Profile

**Who is going to be impacted by this change i.e. residents/service users/tenants?**

**Please complete data for your service users. If your data does not fit into the categories in this table, please copy and paste your own table in the space below. Please refer to section 3.3 of the guidance for more information.**

		Borough	Service User profile
		<b>Total:</b> <b>206,285</b>	Total: (academic age 16 and 17 year olds) 3323
Gender	Female	51%	49% (1643)
	Male	49%	51% (1680)
Age	Under 16	32,825	1000+ year 10/11 access school-based interventions
	16-24	29,418	3323 (16 & 17 year olds only) c.200 19+ per annum
	25-44	87,177	-
	45-64	38,669	-
	65+	18,036	-

<b>Disability</b>	<b>Disabled</b>	<b>16%</b>	SEND with statement: 3%
	<b>Non-disabled</b>	<b>84%</b>	Not SEND with statement: 97%
<b>Sexual orientation</b>	<b>LGBT</b>	<b>No data</b>	N/A
	<b>Heterosexual/straight</b>	<b>No data</b>	N/A
<b>Race</b>	<b>BME</b>	<b>52%</b>	55%
	<b>White</b>	<b>48%</b>	45%
<b>Religion or belief</b>	<b>Christian</b>	<b>40%</b>	N/A
	<b>Muslim</b>	<b>10%</b>	N/A
	<b>Other</b>	<b>4.5%</b>	N/A
	<b>No religion</b>	<b>30%</b>	N/A
	<b>Religion not stated</b>	<b>17%</b>	N/A

### 3. Equality impacts

With reference to the [guidance](#), please describe what are the equality and socio-economic impacts for residents and what are the opportunities to challenge prejudice or promote understanding?

- The proposals aim to improve the service offer to young people in the borough, with a view to support all young people to progress to the best next step for them and to ensure that those young people who are particularly vulnerable are able to access support and opportunities adjusted to their particular needs and interests
- The alignment of the Progress Team and the Youth Employment Team provides opportunities to support stepping stones for the most vulnerable to access education, employment and training through work experience and voluntary opportunities. In addition, the council will be better placed to ensure that offers brokered with local employers meet the needs of young people with multiple barriers, including those in Alternative Provision, Pupil Referral unit and the Youth offending service. These young people frequently need a bespoke offer which is adjusted to accommodate their specific needs
- Whilst the needs of young people with protected characteristics will be specifically addressed through the combined service, the proposals will improve the offer to all young people in the borough and so will not impact negatively on good relations between communities

The services offered by both the progress team and the youth employment team are designed to address social inequality by ensuring that pathways to progression are designed for all young people, with adjusted routes and early support for those who need it most.

## 4. Safeguarding and Human Rights impacts

a) **Safeguarding risks and Human Rights breaches**

Please describe any safeguarding risks for children or vulnerable adults AND any potential human rights breaches that may occur as a result of the proposal? Please refer to section 4.8 of the [guidance](#) for more information.

If potential safeguarding and human rights risks are identified then please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) to discuss further:

There are no safeguarding risks for children or vulnerable people anticipated as a part of these proposals.

## 5. Action

How will you respond to the impacts that you have identified in sections 3 and 4, or address any gaps in data or information?

For more information on identifying actions that will limit the negative impact of the policy for protected groups see the [guidance](#).

Action	Responsible person or team	Deadline
Adjusted opportunities to ensure access for all young people to progression pathways – development of traineeships, work tasters, adjusted apprenticeships	Youth employment team	
Bespoke service and one to one support for vulnerable young people including those who have SEND needs, have protected characteristics, are in care, are known to social services or the criminal justice system	Post 16 progress team	
Seamless service offer with a reduction in duplication or conflicting offers	Youth employment team and post 16 progress team	

Please send the completed RIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) and also make it publicly available online along with the relevant policy or service change.

This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Staff member completing this form:

Signed: \_\_\_\_\_

Date: 16/02/2018

Head of Service or higher:

Signed: \_\_\_\_\_

Date: 16/02/2018