

## Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA546449904

Submitted: 14 September 2023 09:25 AM

### Executive summary

**Title of policy / decision:** NHS/ECC Shared Apprentice Proposal

**Policy / decision type:** Cabinet Member Action (CMA)

**Overview of policy / decision:** The recruitment of two Level 2 Healthcare Support Worker apprenticeships working across ECC and the NHS.

The majority of the work and learning will be undertaken at Essex County Council, who would be the designated employer, however the apprentice would be expected to undertake a work placement that is at least 13 weeks in duration with the NHS to complete their 'off-the-job' training element of the apprenticeship. This should have clearly defined objectives to enable the apprentice to be able to have sufficient opportunity to put their learning into practice in a practical environment.

ECC want to lead the way as an anchor employer, providing meaningful opportunities for those looking for entry level work into long term careers. We want to evidence that apprenticeships serve as an effective long-term investment in the future skills need of organisations. By partnering with the NHS to host two apprentices in known skills shortage areas, we have an opportunity to bring to life the value these opportunities can bring for both the employer and the apprentice.

**What outcome(s) are you hoping to achieve?:** ECC and NHS need a skilled workforce with capacity to deliver the changing and growing needs of the aging population, whilst having specialist skills in complex care, prevention, and early intervention support, and being able to manage difficult behaviours and those with multiple support needs. It is important we can identify and offer career pathways and training to attract more people into care and retain those already in the sector as part of the Health Integration Plan.

Hiring an apprentice is a productive and effective way to grow talent and develop a motivated, skilled, and qualified workforce (HM Government 2021).

**Executive Director responsible for policy / decision:** Nick Presmeg (Adult Social Care)

**Cabinet Member responsible for policy / decision:** Cllr Louise McKinlay (Deputy Leader, Levelling Up, and the Economy)

**Is this a new policy / decision or a change to an existing one?:** New policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** ECC have a dedicated and award-winning Entry to Work team, who support a number of our entry talent across nine different programmes. We aim to ensure that the apprentice has a positive, valuable experience in their time with us that ultimately leads to employability.

The majority of the work and learning will be undertaken at Essex County Council, who would be the designated employer, however the apprentice would be expected to undertake a work placement that is at least 13 weeks in duration with the NHS to complete their 'off-the-job' training element of the apprenticeship. This should have clearly defined objectives to enable the apprentice to be able to have sufficient opportunity to put their learning into practice in a practical environment.

The duration of the placement may be extended with the agreement of ECC, the NHS partner, the learner and the relevant learning provider.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** Yes

**Wider community or groups of people:** Yes

**If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form:** Employees within ECC will be working alongside the Apprentices offering support and guidance. Working with an Apprentice can offer many benefits to existing staff, which include an increase in morale/wellbeing, increase in diversity and improvement in productivity. There may also be an opportunity for reverse mentoring.

**What strategic priorities will this policy / decision support?:** Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages

**Which strategic priorities does this support? - Economy?:** Good jobs, Levelling up the economy

**Which strategic priorities does this support? - Environment:** Levelling up the environment

**Which strategic priorities does this support? - Health:** Promoting independence, Carers, Levelling up health

**What geographical areas of Essex will the policy / decision affect?:** All Essex

## Digital accessibility

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

## Equalities - Groups with protected characteristics

### Age

**Nature of impact:** Too early for impact to be known

### Disability - learning disability

**Nature of impact:** Too early for impact to be known

### Disability - mental health issues

**Nature of impact:** Too early for impact to be known

### Disability - physical impairment

**Nature of impact:** Too early for impact to be known

### Disability - sensory impairment

**Nature of impact:** Too early for impact to be known

### Sex

**Nature of impact:** Too early for impact to be known

## **Gender reassignment**

**Nature of impact:** Too early for impact to be known

## **Marriage / civil partnership**

**Nature of impact:** Too early for impact to be known

## **Pregnancy / maternity**

**Nature of impact:** Too early for impact to be known

## **Race**

**Nature of impact:** Too early for impact to be known

## **Religion / belief**

**Nature of impact:** Too early for impact to be known

## **Sexual orientation**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** ECC is a Disability Confident leader in our community, and offers Job Interview Schemes to any applicant who identifies as having a disability, or being a Care Leaver or Veteran in the application process. This scheme guarantees an interview for anyone who meets the minimum requirements of the role.

At this stage of the process we do not yet know who our applicants/Apprentices will be and if they have any protected characteristics.

The Apprentice Community Support Workers will provide support to vulnerable adults (and their families) to enable them to live healthily and independently. Working collaboratively with others with both internal and external partner organisations.

## **Levelling up - Priority areas & cohorts**

### **Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** Positive

**Extent of impact:** Low

### **Children on Free School Meals**

**Nature of impact:** None

### **Working families**

**Nature of impact:** Too early for impact to be known

### **Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** Positive

**Extent of impact:** Low

## **Residents of Harlow**

**Nature of impact:** Too early for impact to be known

## **Residents of Jaywick and Clacton**

**Nature of impact:** Too early for impact to be known

## **Residents of Harwich**

**Nature of impact:** Too early for impact to be known

## **Residents of Basildon (Town) housing estates**

**Nature of impact:** Too early for impact to be known

## **Residents of Canvey Island**

**Nature of impact:** Too early for impact to be known

## **Residents of Colchester (Town) - Housing Estates**

**Nature of impact:** Too early for impact to be known

## **Residents of Rural North of the Braintree District**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** Early prediction impact assessments indicate that Essex may have an additional demand of 8,000 people approaching ECC for a care account following the proposed care reform, and out of these 57% would be requiring community support. Two new Community Support Worker Apprentices will not have a significant impact on the larger geographical area, however, two new Apprentices will positively impact their local communities. Impact can be reviewed once the Apprentices are in place.

**What actions have already been taken to mitigate any negative impacts?:**

**How could you strengthen any positive impact(s)?:** The Entry to Work team will target advertising geographically to areas of Essex with high levels of deprivation, to encourage maximum applications from those for whom worklessness is often a key indicator of future wellbeing. Ensure opportunities can be completed largely remotely/locally, underpinned by either Levelling Up or Nightingale funding for infrastructure and travel, to ensure that opportunities are inclusive to a diverse pool of applicants and that our apprentices represent the communities that both ECC and the NHS serve.

## **Equalities - Inclusion health groups and other priority groups**

### **Refugees / asylum seekers**

**Nature of impact:** Too early for impact to be known

### **Homeless / rough sleepers**

**Nature of impact:** Too early for impact to be known

### **People who experience drug and alcohol dependence**

**Nature of impact:** Too early for impact to be known

## **Offenders / ex-offenders**

**Nature of impact:** Too early for impact to be known

## **Victims of modern slavery**

**Nature of impact:** Too early for impact to be known

## **Carers**

**Nature of impact:** Positive

**Extent of impact:** Low

## **Looked after children / care leavers**

**Nature of impact:** Too early for impact to be known

## **The armed forces community (serving personnel and their families, veterans, reservists and cadets)**

**Nature of impact:** Too early for impact to be known

## **People who are unemployed / economically inactive**

**Nature of impact:** Too early for impact to be known

## **People on low income**

**Nature of impact:** Too early for impact to be known

## **Sex workers**

**Nature of impact:** Too early for impact to be known

## **Ethnic minorities**

**Nature of impact:** Too early for impact to be known

## **Gypsy, Roma, and Traveller communities**

**Nature of impact:** Too early for impact to be known

## **People with multiple complex needs or multi-morbidities**

**Nature of impact:** Positive

**Extent of impact:** Low

**Rationale for assessment, including data used to assess the impact:** ECC is a Disability Confident leader in our community, and offers Job Interview Schemes to any applicant who identifies as having a disability, or being a Care Leaver or Veteran in the application process. This scheme guarantees an interview for anyone who meets the minimum requirements of the role.

At this stage of the process we do not yet know who our Apprentices will be and if they have any protected characteristics, or fall into any of the categories detailed above.

The Apprentice Community Support Workers will provide support to vulnerable adults (and their families) to enable them to live healthily and independently. Working collaboratively with others with both internal and external partner organisations.

Impact can be reviewed once the Apprentices are in place.

**What actions have already been taken to mitigate any negative impacts?:**

**How could you strengthen any positive impact(s)?:** The Entry to Work team will target advertising geographically to areas of Essex with high levels of deprivation, to encourage maximum applications from those for whom worklessness is often a key indicator of future wellbeing. Ensure opportunities can be completed largely remotely/locally, underpinned by either Levelling Up or Nightingale funding for infrastructure and travel, to ensure that opportunities are inclusive to a diverse pool of applicants and that our apprentices represent the communities that both ECC and the NHS serve.

## **Equalities - Geographical Groups**

### **People living in areas of high deprivation**

**Nature of impact:** Too early for impact to be known

### **People living in rural or isolated areas**

**Nature of impact:** Too early for impact to be known

### **People living in coastal areas**

**Nature of impact:** Too early for impact to be known

### **People living in urban areas**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** Early prediction impact assessments indicate that Essex may have an additional demand of 8,000 people approaching ECC for a care account following the proposed care reform, and out of these 57% would be requiring community support. Two new Community Support Worker Apprentices will not have a significant impact on the larger geographical area, however, two new Apprentices will positively impact their local communities. Impact can be reviewed once the Apprentices are in place.

## **Families**

### **Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** None

### **Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** Positive

**Extent of impact:** Low

### **Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** Positive

**Extent of impact:** Low

## **Families before, during and after couple separation**

**Nature of impact:** None

## **Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** Skills for Care has predicted that nationally an extra 480,000 workers are needed in social care by 2035 to keep pace with demand. Meanwhile, 430,000 carers could be lost in the next 10 years if those aged 55 and over decide to retire. The Apprentice Community Support Workers will provide support to vulnerable adults (and their families) to enable them to live healthily and independently. Working collaboratively with others with both internal and external partner organisations. Impacts can be reviewed once the Apprentices are in place.

**What actions have already been taken to mitigate any negative impacts?:**

**How could you strengthen any positive impact(s)?:** The Entry to Work team will target advertising geographically to areas of Essex with high levels of deprivation, to encourage maximum applications from those for whom worklessness is often a key indicator of future wellbeing. Ensure opportunities can be completed largely remotely/locally, underpinned by either Levelling Up or Nightingale funding for infrastructure and travel, to ensure that opportunities are inclusive to a diverse pool of applicants and that our apprentices represent the communities that both ECC and the NHS serve.

## **Crime & Disorder**

### **Crime and disorder**

**Nature of impact:** None

### **The misuse of drugs, alcohol and other substances**

**Nature of impact:** None

### **Re-offending**

**Nature of impact:** None

### **Serious violence**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:**

The two new Apprentices will not be focusing on these factors, and unlikely to impact/influence behaviours.

**(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:**

**What actions have already been taken to mitigate any negative impacts?:**

not applicable

**How could you strengthen any positive impact(s)?:**

## **Climate**

**Does your decision / policy involve development or re-development of buildings or infrastructure?:** No

**Does your decision / policy take place in, or make use of, existing buildings or infrastructure?:** Yes

**The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact:** The new Apprentices will be working in office buildings with other ECC staff

**Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit):** Yes

**Where are staff or service users coming from and how are they travelling?:** The Apprentices will be based from their most local ECC office to prevent unnecessary travel.

**If car travel is unavoidable, are you specifying electric cars and vehicles?:** No

**What is your transition plan to introduce electric vehicles?:** In line with all ECC staff

**Are you undertaking a procurement exercise?:** No

**Does your decision / policy involve the purchase of goods or materials?:** No

**Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new:** No

## **Nature of impact**

**Built Environment / Energy:** None

**Sustainable Transport / Travel:** None

**Waste:** None

**Rationale for assessment, including data used to assess the impact:** Not applicable to hiring two new Apprentices

**What actions have already been taken to mitigate any negative impacts?:** N/A

## **Action plan to address and monitor adverse impacts**

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** No

## **Details of person completing the form**

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date ECIA completed:** 12/09/2023

**Name of person completing the ECIA:** Sarah Robison

**Email address of person completing the ECIA:** sarah.robison@essex.gov.uk

**Your function:** People and Transformation

**Your service area:** People Operations

**Your team:** Resourcing Team

**Are you submitting this ECIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** Danielle.Foster@essex.gov.uk