

Equality Impact Assessment - head of service review

Reference: EQIA166592848

Submitted: 10 January 2020 10:30 AM

Executive summary

Title of policy or decision: Colchester Institute Groundworks and Scaffolding Centre

Describe the main aims, objectives and purpose of the policy (or decision): Complementing existing construction training facilities, the investment will enable the development of a standalone Groundworks and Scaffolding Training Centre at Colchester Campus that will meet the core aims of the Essex Employment and Skills Board construction sector action plan and counter the identified barriers facing the sector at large.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates:

<https://www.southeastlep.com/project/colchester-institute-groundworks-and-scaffolding-training-centre/>

Please upload any documents which relate to this EqlA, for example decision documents:

<https://www.southeastlep.com/project/colchester-institute-groundworks-and-scaffolding-training-centre/>

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The College Equality & Diversity policy is imbedded within all areas of college life, from marketing/promotional material through to every lesson plan - being ever mindful of minority groups within specific subject specialisms/faculties e.g. aiming to attract women into construction and men onto health and social care courses.

This project will consult with its employer group partners on understanding bias and influencing factors within the specific sectors; building on best practice, and consequently be proactive in carrying out equality impact assessments between groups of service users/delegates in terms of:

- referral source i.e. promotional material, referral organisation etc.
- student achievement rates by demographic groups
- delegate/student feedback forms - at both the registration & post training stages

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: Colchester

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Gender / sex

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: The College Equality & Diversity policy aims to attract women into construction and men onto health and social care courses.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Apprenticeships for Greater Essex are at 0.82% of the local population (0.1% below the total for England).

Extent of impact: Medium

Please provide more details about the extent of impact: Employers are the driving force behind the proposed training facilities citing a lack of skilled employees entering the workforce. They will work with Colchester Institute to provide young people with routes into employment through the practical training on offer.

Gender / sex

Nature of impact: Positive

Please provide more details about the nature of impact: Colchester College is committed to addressing the low numbers of women training and working in construction skills.

Extent of impact: High

Please provide more details about the extent of impact: The Institute is specifically looking to address the following statistic; in 2016, there were approximately 2.3 million jobs in the construction industry of these only 296,000 (13%) were taken by women

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqIA completed: 10/01/2020

Name of person completing the EqlA: Paul Chapman

Email address of person completing the EqlA: Paul.Chapman@essex.gov.uk

Your function: Economy, Localities & Public Health

Your service area: Economic Growth

Your team: Economic Growth

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

Email address of Head of Service: dawn.redpath@essex.gov.uk