

Initial Equality Impact Assessment – Service Change.

Department	Children's Services
Service	Prospects Contract 2011/12
People involved	Virginia Wall, Clare O'Connor

1. What are the aims of the service and what changes are being proposed?

Between April 2008 and March 2011 Wandsworth Council fulfilled its responsibilities to provide careers information, advice and guidance (IAG) to young people through a three-year annual contract of £1,228,834 per annum with Prospects. The new Education Bill includes a proposal to transfer responsibility for universal careers guidance from local authorities to schools and colleges in 2012 with local authorities retaining responsibility for vulnerable young people including those who have a learning disability or are not in employment. A new 'all age' National Careers Service is being set up alongside this.

Therefore the Executive, at its meeting on 28th February 2011, agreed to extend the contract with Prospects for a further year but - at the reduced sum of £983,067 (a 20% reduction). This decision was accompanied by an EIA.

Changes.

Council officers have sought legal advice which has influenced the recommendations put before Committee (those which were subject to an EIA) which are that the Council now negotiate with Prospects to down-size the contract over the contract period using some of the contract sum as a residual pot to pay staff redundancy costs and also explore the option of extending the contract for a further one or two months in order to manage a smoother transition of the service.

2. What is the rationale behind these changes?

The proposed changes reflect national policy changes and prepare the way for these changes to be implemented. They also allow the Council to realise budget reductions.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Do not put what the information shows you
Race	Q3 data for young people worked with by Prospects and Council employed Connexions staff
Gender	Q3 data for young people worked with by Prospects

	and Council employed Connexions staff
Disability	Q3 data for young people worked with by Prospects and Council employed Connexions staff
Age	Q3 data for young people worked with by Prospects and Council employed Connexions staff
Faith	Data not currently collected
Sexual Orientation	Data not currently collected

4. Thinking about each group below please list the impact that the service change will have.

	<u>Analysis and impact.</u>
Overall numbers of young people supported	<p>Prospects</p> <p>Contacts with or on behalf of individuals -4085</p> <p>YP worked with individually - 2825</p> <p>YP worked with in groups - 62</p> <p>Borough</p> <p>Contacts with or on behalf of individuals - 2709</p> <p>YP worked with individually - 862</p> <p>YP worked with in groups - 68</p> <p>Overall Prospects see more young people and this number will decrease due to the reduced value of the contract. However, the extensions to the contracts will still contain targets for young people seen and therefore this service will continue. These targets will be negotiated with Prospects as the Council will work with them to reduce the service by agreement over the contract period.</p> <p>The changes proposed are a result of national changes and reflect the need for the Council to plan for these changes and ensure a smooth transition.</p>
Race	<p>Prospects</p> <p>13% Asian. 34% Black. 35% White.</p> <p>Borough</p> <p>7% Asian. 29% Black. 43% White</p> <p>Overall Prospects see more young people from BME communities as a percentage of their client profile. This maybe linked to the larger numbers they support via the universal service. The extensions to the contracts will still contain targets for young people seen and require Prospects to report on ethnic breakdown and therefore</p>

	<p>although less young people may access support it is likely that the ethnic breakdown will not vary and therefore no group will be significantly disadvantaged. These targets will be negotiated with Prospects as the Council will work with them to reduce the service by agreement over the contract period.</p> <p>The changes proposed are a result of national changes and reflect the need for the Council to plan for these changes and ensure a smooth transition.</p>
Gender	<p>Prospects</p> <p>56% male. 44% female.</p> <p>Borough</p> <p>46% were male. 54% were female.</p>
Disability	<p>Prospects</p> <p>88% were LDD</p> <p>Borough</p> <p>37% LDD</p> <p>The requirement for Prospects to work with and support young people with LDD will remain a key area of focus in the extended contract and therefore this group will continue to receive support despite reductions in other areas. These targets will be negotiated with Prospects as the Council will work with them to reduce the service by agreement over the contract period.</p> <p>The changes proposed are a result of national changes and reflect the need for the Council to plan for these changes and ensure a smooth transition.</p>
Age	The service is for young people.

5. Is a full EIA required? No.

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clare O'Connor on ext 7816.

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

Although the changes to the Prospects contract will lead to a reduction in young people seen the service delivered to vulnerable, hard to reach young people will not be affected

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

As part of the one year contract extension targets should be set for young people seen and the ethnicity and gender breakdown should be monitored to ensure that any reductions in outputs are consistent across groups.

These targets will be negotiated with Prospects as the Council will work with them to reduce the service by agreement over the contract period.

The changes proposed are a result of national changes and reflect the need for the Council to plan for these changes and ensure a smooth transition.

The need to provide support to young people with LDD will be highlighted.

Signed: Sean Dunkling

Date: 31st October 2011

Approved by: C O'Connor