

## Equality Impact Assessment (EIA) Template – Part 1

<b>Policy title and purpose (brief outline):</b>	<b>Youth Engagement and Progression Framework</b>  Implementation of a national Framework for increasing engagement and progression of young people in Wales, and to increase the numbers who are positively engaged with education and who can progress successfully to further education or training and sustained employment. The overall aim of the Framework is to reduce the number of young people not in education, employment or training (NEET).
<b>Name of official:</b>	Michelle Playle
<b>Department:</b>	Department for Education and Skills (DfES)
<b>Date:</b>	<b>June 2013</b>
<b>Signature:</b>	

**1. Please provide a brief description of the policy/decision.**

**For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?**

Implementation of a national Youth Engagement and Progression Framework for increasing engagement and progression of young people in Wales, and to increase the numbers who are positively engaged with education and who can progress successfully to further education or training and sustained employment.

The overall objective of the Framework is to reduce the number of young people not in education, employment or training (NEET).

Given the on-going economic challenges we face as a country we are committed to ensuring the best possible opportunities that exist for maximising Youth Engagement and Progression in Wales. We need to build on and learn from best practice in tackling the significant challenges we face. That's why we are working closely with local authorities to develop and test the most effective approaches to local implementation. It is also why we are moving from the current 18 point Youth Engagement and Employment Action Plan to a new six point framework for Youth Engagement and Employment in Wales which has been developed on the basis of the good practice identified by local authorities themselves.

The new Youth Engagement and Progression framework is built around the needs of young people where better availability of information enables the young person to act as a more powerful consumer in the system and where the accountability of different agencies for delivering better outcomes for young people is strengthened.

The foundations of our approach are based on six key building blocks:

- Identifying young people most at risk of disengagement
- Better brokerage and co-ordination of support
- Stronger tracking and transitions of young people through the system
- Ensuring provision meets the needs of young people

- Strengthening employability skills and opportunities for employment
- Greater accountability to drive continuous improvement

We propose to move to using this new framework to set out the work of Welsh Government, local authorities and other partners in increasing youth engagement and employment in Wales.

An implementation plan for Youth Engagement and Progression setting out clearly the requirements of the delivery chain in Wales at a local, regional and national level will be published in September 2013 with a view to being fully implemented within 2 years.

**2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

#### **Internal communication**

We have held several sessions with relevant policy areas in order to discuss our plans and proposals for Youth Engagement and Progression, ensuring that they understand the aims and objectives of the Framework and the impact it may have on their policy areas.

#### **This has included:**

Session held with relevant policy areas in April 2012 to share the planned approach. This then fed in to Ministerial Policy Board paper that was submitted in May 2012.

Session held with relevant policy areas in January 2013 to discuss progress with development and any issues prior to Cabinet Paper being submitted in February 2013.

Session held with colleagues in the SYP Group to ensure join up with their policy areas, prior to paper being submitted to Ministerial Policy Board in April.

Session held with relevant policy areas in April 2013 to discuss progress with development and any issues prior to Oral Statement being made by Minister for Education and Skills on 23 April 2013.

A Programme Board is currently being established and the first meeting will be held in July 2013. Meetings will then be bi-monthly and will have Deputy Director representation from all of the relevant policy areas.

### **External communication**

We have been working closely with 8 out of the 22 LAs in Wales who have been trialling the 6 areas of the Framework. Communication has involved each of these 8 authorities having a single point of contact within WG – they submit monthly highlight reports to us on their progress – and we supply them with a monthly update on progress with the development of the implementation plan. We have held the following workshops for them:

October 2012 – Initial workshop to engage with LAs and begin the trial process.

February 2013 – 2<sup>nd</sup> workshop to review progress of trials and for WG to share further developments on the Framework.

A final workshop will be held at the end of the trialling period in July 2013.

We held a workshop with the other 14 LAs not part of the trial in March 2013, to bring them up to speed with the Youth Engagement and Progression Framework. Also present at this workshop were colleagues from Careers Wales, DWP, JCP and ETS.

We held specific workshops on brokerage and provision in April 2013 for all LAs.

We are planning on holding three separate stakeholder engagement meetings before the launch of the Youth Engagement and Progression Implementation Plan in September.

**1) Local Authority trial area meeting to discuss a high level version of the Implementation Plan and this will also include sessions on Early Identification and Tracking** - Location - Cardiff - July- possible date 16<sup>th</sup>. Stakeholders who we will be inviting: 8 Local Authorities trial areas, Careers Wales, WLGA, Children's Commissioner for Wales.

**2) Wider Stakeholder meeting to introduce the Framework and discuss a high level version of the Implementation Plan. This is a meeting for those who have not attended any of our recent events** – Location - Builth Wells - July. Possible date 24<sup>th</sup>. Stakeholders to invite: Job Centre Plus, Further Education Colleges,

Colegau Cymru (Colleges Wales) , Training and College Network, Heads of School sixth forms, Voluntary sector, WCVA, NTFW, Save the Children, Estyn, Sports Council for Wales, Arts Council for Wales, CLIC, Urdd, Barnardo's, CWVYS, Work Based Learning. This will ensure that we are able to gain the views of protected groups across Wales, and to consider the equality impacts that the policy may have on them.

**3) Meeting with 22 Local Authorities** - Location tbc -September - possible date 12<sup>th</sup>. Stakeholders who we will be inviting: All 22 L.A's, Careers Wales, WLGA, Children's Commissioner for Wales, DWP, Education Training Standards, Principle Youth Officers.

A plan for engaging stakeholders and developing their understanding of the framework during the trial period and development of the framework is in place. The plan includes 8 local authorities actively involved in the development of the work through local trails and the 14 local authorities that are not.

A full engagement and progression framework communication strategy will be available from the launch of the implementation plan in September 2013 and will include our approach to stakeholder engagement at publication stage (Sept 13) and implementation stage (Sept 13-Sept 15).

**3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

**Statistical data :**

Careers Wales annual leavers survey

WG statistical release SDR 111/2012 Participation of young people in education and the labour market

Labour force Survey

Annual labour force survey

Annual population survey

The Welsh data is analysed and compared and other factors, such as the economic downturn are also taken into account. Welsh data is also compared with data produced on a similar basis in England.

**Other :**

Programme for Government

Local authority trials

WG KAS - Evidence Review On The Triggers And Preventions / Interventions In Relation To Young People Who May Become Economically Inactive Or Disengaged From Learning

Review of the Youth Engagement 18 Point Action Plan

Early thinking and developments shared through Ministerial Policy Board

Other stakeholder engagement as at question 2 above

**We consider the evidence to be robust**

***It is important to note any opportunities you have identified that could advance or promote equality.***

We are currently reviewing the future development of Youth Support Services more generally and within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of all young people.

**Impact**

**Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).**

**Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.**

**4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?**

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
<p>Younger people</p> <p><i>(Children and young people, up to 18)</i></p>	Yes			<p>The policy is about the engagement and progression of all young people but will have a significant impact for those young people identified as NEET or at risk of becoming NEET in the future.</p> <p>A review of the future development of Youth Support Services more generally and within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of <b>all</b> young people.</p>
People 18-50	Yes			As above up to age 25 and below 25 - 50
Older people (50+)	Yes			The policy has the potential to have a positive impact on the whole of society.

				<p>Increasing engagement and progression of young people and reducing the number of young people NEET can lead to improved active citizenship and community cohesion.</p> <p>This in turn is likely to reduce issues with substance misuse, crime, early motherhood etc. as well as the positive economic impact this would then have.</p>
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#### 4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment	Yes			<p>There are a number of reasons why young people of all ages disengage from education, employment and training. This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health,</p>
Hearing impairment	Yes			
Physically disabled	Yes			
Learning disability	Yes			
Mental health problem	Yes			

Other impairments issues	Yes			<p>SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs.</p> <p>As above, we are also undertaking a review of the future development of Youth Support Services more generally and within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of <b>all</b> young people regardless of whether they are disabled.</p>
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#### 4.3 Because of their gender (man or woman)?



Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male	Yes			<p>The policy is about the engagement and progression of all young people but will have a significant impact for those young people identified as NEET or at risk of becoming NEET in the future and will not be dependant on gender. However, data available suggests that NEET young people are represented by a disproportionate number of male and female persons. Though not significant a positive impact would be a disproportionate one.</p> <p>We are also undertaking a review of the future development of Youth Support Services more generally and within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of <b>all</b> young people.</p>
Female	Yes			



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#### 4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
	Yes			<p>This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs.</p>

#### 4.5 Because of their marriage or civil partnership?



Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage	Yes			This may mean that the young people identified as NEET
Civil Partnership	Yes			<p>have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs.</p> <p>The positive impacts of this will be available to all young people regardless of whether they are married, or involved in a civil partnership or not.</p>



#### 4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy	Yes			<p>This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs including as to whether they are pregnant or in the maternity period and the impact that this may have.</p>
Maternity (the period after birth)	Yes			

#### 4.7 Because of their race?



Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,	Yes			<p>This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs, regardless of their race.</p> <p>Unfortunately, whilst it is possible to derive gender split for the official measure of young people NEET, it is not possible to provide breakdown by ethnicity. Equally, it is not possible to derive this from the secondary NEET measure produced using the Annual</p>
National Origin (e.g. Welsh, English)	Yes			
Asylum Seeker and Refugees	Yes			
Gypsies and Travellers	Yes			
Migrants	Yes			
Others	Yes			

				Population Survey, due to small sample sizes.
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#### 4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)	Yes			This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.
Belief e.g. Humanists	Yes			
Non-belief	Yes			The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs, regardless of their religion.

#### 4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men	Yes			<p>This may mean that the young people identified as NEET have a number of other contributing issues e.g. mental health, SEN/ALN, young carer, disability etc. In that respect certain groups of young people may be disproportionately represented though not significantly.</p> <p>The policy will help local authorities to identify those young people as early as possible so that specific provision can be identified and arranged to address their specific needs, regardless of the individual's sexual orientation.</p>
Lesbians	Yes			
Bi-sexual	Yes			

#### 4.10 Do you think that this policy will have a positive or negative impact on people's human rights? *Please refer to point 1.4 of the*



**EIA Annex A - Guidance for further information about Human Rights.**

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions	Yes			<p>The policy is about the engagement and progression of all young people but will have a significant impact for those young people identified as NEET or at risk of becoming NEET in the future.</p> <p>A review of the future development of Youth Support Services more generally and within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of <b>all</b> young people.</p> <p>This will therefore have a positive impact on Protocol 1, Article 2 and the Right to Education for these individuals.</p>



***If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.***

***Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.***

## **Equality Impact Assessment – Part 2**

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

### **1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

The new Youth Engagement and Employment framework is built around the needs of young people where better availability of information enables the young person to act as a more powerful consumer in the system and where the accountability of different agencies for delivering better outcomes for young people is strengthened.

A review more generally of the future development of Youth Support Services within the context of all young people 11-25 in Wales and a young person centred; rights based approach to improving engagement and progression of **all** young people.

As such, this will enhance equality of opportunity for these young people.

### **1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

As above

### **1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

Increasing engagement and progression of young people and reducing the number of young people NEET can lead to improved active citizenship and community cohesion. This in turn is likely to reduce issues with substance misuse, crime, early motherhood etc. as well as the positive economic impact this would then have, the benefits of which would resonate throughout the local community.

## 2. Strengthening the policy

**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

N/A

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

N/A

## 3. Monitoring, evaluating and reviewing

**How will you monitor the impact and effectiveness of the policy?**

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

**What**

- Ensure every LA has developed a strong and effective plan for reducing NEETs.

- Ensure we have the data at 16,17 and 18 to hold LAs to account for NEET outcomes (annual survey of school leavers undertaken by [Careers Wales](#) on behalf of the Welsh Government and includes analysis of gender and ethnicity).
- Ensure LAs have clear governance and leadership for NEET outcomes.
- Develop Destination Measures to hold schools to account for future destinations of young people.
- Determine Welsh Government's overall approach to delivery and set this out clearly in a national implementation plan.
- Ensure young people and their parents have the information they need and use this as a lever to drive improvement in the system.

### How

- Welsh Government will continue to publish Careers Wales destination data for 16 year olds as part of the statistical first release – date tbc annually
- We expect to be able to publish data for 17 and 18 year olds for the first time in **2014/2015**.
- Careers Wales will be sharing quarterly data from the National Careers Wales database with Welsh Government and local authorities from September 2013
- Local authorities to develop and share with Welsh Government an overall plan for Youth Engagement and Progression by January 2014.
- Welsh Government will meet with individual local authorities to discuss proposed approach to implementation by January 2014.
- Bi-annual progress review between Welsh Government and Local Authorities established. First review to take place before April 2014.
- Welsh Government to set out detailed proposals for developing

Destination Measures by December 2013.

- Initial pilots of Destinations Measures start in September 2014 with full implementation, pending successful implementation of the pilots, in September 2015.
- Estyn inspect local authorities' implementation of the Youth Engagement and Progression framework from September 2013.
- Local authorities will collect data for young people 16,17 and 18 years of age and will identify the number of young people NEET or a risk of becoming NEET against the whole cohort. This will include young people with protected characteristics (care leavers, young offenders, gypsy travellers for example). There are 3 key indicators that will be used across all LA's attendance, behaviour and attainment

The EIA will be reviewed in the future and any monitoring data available will be analysed to inform the future youth engagement and progression policy development and delivery.

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

#### 4. Declaration

**\*Please delete as appropriate:**

**The policy does not have a significant impact upon equality issues**

**Official completing the EIA**

Name: Michelle Playle

Department: Department for Education and Skills (DfES)
Date: June 2013
Signature:
<b>Head of Division (Sign-off)</b>
Name: Teresa Holdsworth
Job title and department: Head of Youth Engagement and Employment DfES
Date: June 2013
Signature:
Review Date: September 2014

