

## Equality Impact Assessment (EIA)

The separate EIA guidance notes outline what should be included for each section. Please read them before you begin. If you have any queries, contact your Corporate Equality Group rep, or the Engagement Team on 643 2828.

1. Author, service area, date

*Louise Robson, Senior Manager Organisation and Workforce Development, HR&OD Service Area, on behalf of the 12 north east local authorities*

2. Who else has been involved in writing this EIA?

*Anne Forman: Policy and Performance Manager*

3. What proposal is this EIA assessing?

*The promotion of the opportunity to apply for the Step Up to Social Work programme. This is a national programme funded by the DfE.*

4. What is the purpose of your proposal and what is it expected to achieve?

The overarching aims of the step up to social work programme is to provide an accelerated entry route into social work for high graduates and career changers.

*This EIA supports the delivery of the above.*

5. Is there any relevance to the aims of the public sector equality duty? *Write your answers in the table*

<b>Aim</b>	<b>Yes, No, or N/A</b>	<b>Details if 'yes'</b>
Eliminate unlawful discrimination, victimisation	n/a	

and harassment		
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	The Dfe is keen for the north east partnership to target our recruitment to BAME and male applicants within our advertising campaigns. As these are under represented within previous cohorts.
Foster good relations between people who share a protected characteristic and those who do not	n/a	

#### 6. Analysis by characteristic

Protected characteristic	Potential positive or negative impact?	Explanation and evidence
Age	none	This programme is specifically targeting graduates and those individuals who are looking to make a career change, but who must already meet the essential criteria. This therefore targets this programme to those over the age of 18.
Disability	Positive	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course
Gender	Positive	The programme is open to all, however the DfE is keen to target our advertisement campaign for applying on the programme to males as these are under represented within the current cohorts.
Gender reassignment	Positive	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course
Marriage and civil partnership status	Positive	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course
Pregnancy and maternity	n/a	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course
Race	Positive	The programme is open to all with this characteristic, as long as they meet the

		<p>essential prerequisites required to undertake the course. The BAME population in the North east region is low compared to elsewhere in the country. However the DfE are keen for the programme to target the advertisement to the BAME population.</p> <p>In terms of English language requirements the Fluency Duty applies where individuals are required, as a regular and intrinsic part of their role to speak to members of the public in English. This could be speaking face to face and/or over the telephone. In addition an individual would need a good grasp of English language to understand the academic aspect of the programme. The minimum starting point for both English and maths would be Entry 3.</p> <p>English language is a requirement of all individuals and is required for completion of the social work qualification.</p>
Religion or belief	Positive	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course
Sexual orientation	Positive	The programme is open to all with this characteristic, as long as they meet the essential prerequisites required to undertake the course

7. Have you carried out any engagement in relation to this proposal? If so, what?

*The Directors of Children's Service across all 12 Local authorities have been consulted on this programme and have committed to support cohort 6 within the north East.*

8. Is there any information you don't have that you need to find?

none

9. What actions are already in place, or will be taken, to remove or reduce potential negative impacts? (add more lines to the table if you need to) *Write your answers in the table*

<b>Action</b>	<b>Responsibility</b>	<b>Timescale</b>
Use contacts in each LA and related community/voluntary partners to promote the programme and raise awareness amongst those who may	North East partnership steering group	February – April 2019

meet the national entry requirements in the BAME and male populations.		
Produce publicity material for cohort 6 advertisement showing case studies of BAME and Male characteristics through our regional jobs portal	North East partnership steering group	February – April 2019

10. Are there any potential negative impacts that cannot be removed or reduced? If so, why is this?

*N/A*

11. Based on your conclusions from this assessment, what are your next steps?

- *This will go to Cabinet for consideration in January 2019.*

12. How will the impact of this proposal be monitored after it is introduced?

This is monitored via an analysis of recruitment data at a regional and national basis.

13. When will this EIA be reviewed?

*September 2020*