

Initial Equalities Screening Record Form

Date of Screening: 5 October 2020	Directorate: Delivery	Section: Democracy and Governance	
1. Activity to be assessed	Overview and Scrutiny Panel for Education, Growth and Skills Apprenticeships Review		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New		
4. Officer responsible for the screening	Emma Young, Governance & Scrutiny Co-ordinator		
5. Who are the members of the screening team?	Emma Young and Kirsty Hunt, Cllr Mrs Gill Birch		
6. What is the purpose of the activity?	To encourage the uptake of apprenticeships within the borough and remove barriers to businesses offering apprentices and to those undertaking them.		
7. Who is the activity designed to benefit/target?	Prospective Apprentices and local businesses and organisations		
Protected Characteristics	Please tick yes or no	Is there an impact?	What evidence do you have to support this?
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y N	Positive impact identified.	Increased access to apprenticeships will have a positive impact on those with additional needs as there will be a wider variety of career and development opportunities available. Throughout the review we have seen that apprenticeships particularly suit those who prefer using practical skills to learn and therefore will be beneficial to people with dyslexia. The recommendations will also have regard to accessibility. For example, the promotional video will include subtitles and the Council website is fully accessible.
9. Racial equality	Y N	Positive impact identified.	Members of the community who are from Black or minority ethnic heritage are underrepresented as apprentices. The recommendations will increase opportunities for employment which should increase access.

10. Gender equality	Y	N	Positive impact identified.	Women are underrepresented as apprentices. Creating further opportunities and advertising the benefits should increase access.
11. Sexual orientation equality	Y	N	No impact identified.	The recommendations will not impact sexual orientation equality but, should have an overall positive impact on all groups through widening opportunity.
12. Gender re-assignment	Y	N	No impact identified.	The recommendations will not impact gender reassignment equality but, should have an overall positive impact on all groups through widening opportunity.
13. Age equality	Y	N	Positive impact identified.	The recommendations will particularly benefit young people aged between 16-21 years old. However, apprenticeships can be completed at all ages and are particularly useful to people who would like a career change or increase their skill set and further their career.
14. Religion and belief equality	Y	N	No impact identified	The recommendations will not impact any religious beliefs.
15. Pregnancy and maternity equality	Y	N	No impact identified.	Apprentices who fall pregnant during their apprenticeship can suspend their learning until they return to work.
16. Marriage and civil partnership equality	Y	N	No impact identified	The recommendations will have no impact on marriage or civil partnerships.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	People not in education, employment or training (NEET) since leaving education will also benefit from these recommendations by providing opportunities for employment and skills. There will also be a positive impact on care leavers through widening opportunity.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the	N/A			

difference in terms of its nature and the number of people likely to be affected?			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	Recommendations in the Apprenticeships Review report are aimed at increasing equality for all apprentices and ensuring they can undertake development opportunities.
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	We considered a wide range of data from local and national sources. This was collated in an evidence pack which is available on BFC website.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	This Equality Impact Assessment has been completed retrospectively.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
See recommendations contained in report.	March 2021	Cllr Mrs Birch	Recommendations are endorsed by the O&S Commission and agreed by the Executive.
24. Which service, business or work plan will these actions be included in?	Overview & Scrutiny Commission work plan		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please see recommendations contained in the report.		
26. Assistant director's signature.	Signature: REVIEWED <i>By AnnMo at 4:56 pm, Feb 09, 2021</i> Date:		