

Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Council action plan on Youth Employment
Service/service area responsible	Education, Leisure and Housing
Name of person carrying out the assessment and contact details	Leslie Manson, Director of Education, Leisure and Housing, ext 2436 leslie.manson@orkney.gov.uk
Date of assessment	24 October 2012
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	New

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To create a number of apprenticeships, traineeships and work experience placements within the Council.
State who is, or may be affected by this function/policy/plan, and how	<ul style="list-style-type: none"> Young people, as yet not identified who will have opportunities for work experience placements, apprenticeships and traineeships. Staff who will be responsible for training, supervising or mentoring
How have stakeholders been involved in the development of this function/policy/plan?	Officials within the Council have liaised across Council Services, with community planning partners and with national agencies in developing the proposed strategy. This included involvement in a working group made up of representatives of the partner agencies, JobCentre Plus and other employment agencies. There has also been liaison with the Employability Strategy Group,

	one of the OCPP thematic groups.
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>Addressing youth unemployment is a Scottish Government priority and is one of three standing items on the agenda of the Convention of the Highlands and Islands. The current levels of youth unemployment are shown in the table appended to this assessment.</p> <p>'These Are Our Bairns: a guide for community planning partnerships on being a good corporate parent' published by the Scottish Government in 2008 states:</p> <p>"Councils are often the largest employer in a local area with a wider range of jobs than any other organisation in either the public or the private sector. Councils should be able to offer Looked After children and young people and care leavers support into employment, whether this be in terms of work experience or building capacity such as preparing job applications or interview skills. It could also be through reserving a number of apprenticeships or training placements for their care leavers, sometimes referred to as "the family firm" concept. This is not to suggest preferential treatment, but rather to fully utilise the potential to expose young people who are Looked After to the range of employment options which are available to them and the skills they need to take them up. What other parent has access to such a range of jobs – administrative work, caring, finance, sport, education and childcare, engineering and trades, to name but a few? Some Councils even have theatres and art galleries, harbours or ski slopes. When we broaden this out to encompass the whole corporate family, there are even more options."</p>
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	No
2. Sex: a man or a woman	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No
4. Gender Reassignment: the process of transitioning from one gender to another	No
5. Pregnancy and maternity	No

6. Age: people of different ages	Yes (positive). This policy is directed specifically at the 16-24 age range
7. Religion or beliefs or none (atheists)	No
8. Caring responsibilities	No
9. Marriage and Civil Partnership	No
10. Disability: people with disabilities (whether registered or not)	No

3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No. There is a positive impact for young people.
How could you minimise or remove any potential negative impacts?	N/A
Do you have enough information to make a judgement? If no, what information do you require?	N/A

4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	No
What action is to be taken?	N/A
Who will undertake it?	N/A
When will it be done?	N/A
How will it be monitored? (e.g. through service plans)	N/A

Signature

Date

24 October 2012

Name LESLIE MANSON
(BLOCK CAPITALS)

Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.