

# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

<b>Organisation prepared for</b>	<b>Children and Families Learning and Development Team for the provision of the Step up to Social Work Programme- Cohort 6</b>
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<b>Version</b>		<b>Date Completed</b>	<b>10<sup>th</sup> January 2019</b>
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## Description of what is being impact assessed

The proposed decision to extend the current Step up to Social Work contract into a further cohort.

## Evidence

**What data/information have you used to assess how this policy/service might impact on protected groups?** Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

1. Any member of the public may apply to be trained under the Step Up to Social Work scheme, which is backed by Central Government. SCC and supplier select applicants on an equal non-discriminatory basis using the prescribed specific assessment criteria provided by the Department for Education.
2. Audiences such as migrants, BAME, Disabled and Males will be targeted specifically, in liaison, with Communication teams across the LA partners.
3. The result of the training will provide more qualified social workers across the South West which will improve the lives of impacted Children and Families.

**Who have you consulted with to assess possible impact on protected groups?** If you have not consulted other people, please explain why?

1. The Department for Education, have specified, the requirement to target these groups for this Cohort of the Step Up to Social Work Programme. We are consulting with our partner LA's, as well as the internal communication team within

- Somerset. Specifically, on the most effective method of advertising to ensure inclusivity of these protected groups.
2. Directors of Children’s Services in all 10 Local Authorities, have endorsed the continued participation in the Step Up to Social Work Programme based on its previous results of increasing the number of qualified social workers across the South West.

**Analysis of impact on protected groups**

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> <li>• NA</li> </ul>	☐	☐	☐
Disability	<ul style="list-style-type: none"> <li>• NA</li> </ul>	☐	☐	☐
Gender reassignment	<ul style="list-style-type: none"> <li>• NA</li> </ul>	☐	☐	☐
Marriage and civil partnership	<ul style="list-style-type: none"> <li>• NA</li> </ul>	☐	☐	☐

<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Race and ethnicity</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Religion or belief</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sex</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"><li>• NA</li></ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Negative outcomes action plan**

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
NA	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

**If negative impacts remain, please provide an explanation below.**

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**Completed by:****Clive Mallon****Date****10<sup>th</sup> January 2019****Signed off by:****Clive Mallon**

<b>Date</b>	<b>11.01.2019</b>
<b>Equality Lead/Manager sign off date:</b>	<b>11.01.2019</b>
<b>To be reviewed by: (officer name)</b>	<b>N/A</b>
<b>Review date:</b>	<b>N/A</b>