

# Community Impact Assessment

Provision of Apprenticeship Services 2024

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➤ **Equality Assessment**

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p><b>Age</b> - older and younger people</p>	<p>Apprenticeships are available to all members of staff regardless of age, Additional funding is available for younger apprentices and those up to age 25 with SEN or care leavers.</p>	<p>In order to successfully complete the programme, they must be able to match and grow the skills required for the standard within their job role. Training providers are key to ensuring that the apprenticeship standards can be delivered by matching these to the job description provided by the employer.</p>	<p>If the proposal is adopted all training providers will have undergone quality checks by the Dynamic Purchasing System (DPS)</p>
<p><b>Disability</b> - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>Apprenticeships can be paused by the apprentice to accommodate this, there may also be funded additional learning support</p>	<p>None-disclosure by apprentices may mean that funds are not released.</p>	<p>Initial checks by a robust training provider should ensure that this assessed during onboarding</p>
<p><b>Gender reassignment</b> - those people in the process of transitioning from one sex to another</p>	<p>Open to all</p>	<p>None identified</p>	

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Marriage &amp; Civil Partnership</b> - people who are married or in a civil partnership should not be treated differently at work	<b>Open to all</b>	<b>None identified</b>	
<b>Pregnancy &amp; Maternity</b> - women who are pregnant or who have recently had a baby, including breast feeding mothers	<b>Break in learning is possible at the apprentice's behest</b>	<b>Programme of learning will need to be reviewed to take account of changed circumstance.</b>	<b>Support to be provided by line manager and training provider</b>
<b>Race</b> - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	<b>Open to all</b>	<b>None identified</b>	<b>Link with all available networks to promote the apprenticeship offer e.g. Black and Brown Heritage Work Communication team utilised in publishing the offer locally.</b>
<b>Religion or Belief</b> - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	<b>Open to all</b>	<b>None identified</b>	
<b>Sex</b> - men or women	<b>Open to all</b>	<b>None identified</b>	<b>Link with all available networks to promote the apprenticeship offer e.g. Women in Leadership</b>
<b>Sexual orientation</b> - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	<b>Open to all</b>	<b>None identified</b>	

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
<b>MStaff in grant maintained schools, as well SCC come under the scope of this project and have been mentioned above</b>	<b>Given the opportunity to upskill, creating opportunities for employees to progress in their career and being able to access higher graded roles</b>	<b>Message is more easily shared amongst SCC. Consider how to reach all grant maintained schools</b>	<b>Discussions with HR – Head of People Solutions, Strategic Resourcing Manager, Assistant Director for People</b>  <b>Build comms plan include Assistant Director for education forge links with Network for Education leaders use book bag with Schools.</b>

➤ **Health, Well-being and Social Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Create apprenticeship employment opportunities across the Council and in the County at grant maintained schools</b>	<b>Access to better and well paid jobs will have a positive impact on health and well being raise living</b>	<b>There are fewer level 2 apprenticeships available</b>	<b>Work with teams such as BEST to offer Customer Service level 2 promote Teaching Assistant level 2 to schools.</b>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	standards -leading to improved life chances		<b>Liaise with the Directory of Opportunities project regarding the Education, Employment and Training offer. Help shape the Early Careers Offer.</b>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
N/A			

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
SCC is an aging workforce, recruiting apprentices will generate interest in those wishing to develop their careers. There are skills gaps in some areas which are already being met by the Levy. Success in this area will encourage other teams to use this in order to plug skills gaps.	More 'new' apprentices being employed by the council as directorates continue to see the benefits of recruiting apprentices. Contribution to keeping and attracting	Overspend on the Levy	Using a DPO will mean that we have more consistent contracts from training providers -

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<b>talented people and developing skills for now and the future from the People Strategy</b>		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>Travel for apprentices to a training providers location</b>	<b>On-line delivery can be sought if appropriate.</b>	<b>Training providers may not be on be on the DPS</b>	<b>Crown commercial will accept additions to the system any time Meet with major local providers NSCG/Staffs Uni/Accacia to check impact.</b>

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<b>None</b>			