

Community Impact Assessment

Provision of Apprenticeship Services 2024

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Equality Assessment

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	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.	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.	If the proposal is adopted all training providers will have undergone quality checks by the Dynamic Purchasing System (DPS)
Disability - 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.	Apprenticeships can be paused by the apprentice to accommodate this, there may also be funded additional learning support	None-disclosure by apprentices may mean that funds are not released.	Initial checks by a robust training provider should ensure that this assessed during onboarding
Gender reassignment - those people in the process of transitioning from one sex to another	Open to all	None identified	



Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	Open to all	None identified	
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	Break in learning is possible at the apprentice's behest	Programme of learning will need to be reviewed to take account of changed circumstance.	Support to be provided by line manager and training provider
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	Open to all	None identified	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.
Religion or Belief - 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	Open to all	None identified	
Sex - men or women	Open to all	None identified	Link with all available networks to promote the apprenticeship offer e.g. Women in Leadership
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	Open to all	None identified	

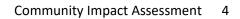


> Workforce Assessment

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
MStaff in grant maintained schools, as well SCC come under the scope of this project and have been mentioned above	Given the opportunity to upskill, creating opportunities for employees to progress in their career and being able to access higher graded roles	Message is more easily shared amongst SCC. Consider how to reach all grant maintained schools	Discussions with HR – Head of People Solutions, Strategic Resourcing Manager, Assistant Director for People Build comms plan include Assistant Director for education forge links with Network for Education leaders use book bag with Schools.

> Health, Well-being and Social Care Assessment

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





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

> 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	More 'new' apprentices being employed by the council as directorates continue to see the	Overspend on the Levy	Using a DPO will mean that we have more consistent contracts from training providers -
area will encourage other teams to use this in order to plug skills gaps.	benefits of recruiting apprentices. Contribution to keeping and attracting		



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

> Climate Change Assessment

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

Environment Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
None			