

EQIA Submission – ID Number

Section A

EQIA Title Sub-contracting ESFA and GLA provision

Responsible Officer Jude Farrell

Type of Activity

Service Change	Yes
Service Redesign	No
Project/Programme	Project/Programme
Commissioning/Procurement	Yes
Strategy/Policy	Yes
Details of other Service Activity	No

Accountability and Responsibility

Directorate	CYPE
Responsible Service	CLS
Responsible Head of Service	Jude Farrell
Responsible Director	Christine McInnes

Aims and Objectives

Adults

Community Learning and Skills is KCC's internally commissioned department to deliver Education and Training to adults and young people over 16. KCC CLS is responsible for delivering the Education & Skills Funding Agency (ESA) Adult Education Budget (AEB), Greater London Authority (GLA) budget and ESFA 'Study Programme' courses for NEET young people, on behalf of KCC, which support the goals and objectives of Framing Kent's Future.

Funding rules for Adult Education have changed now redefining 'partners' as sub-contractors, requiring a decision to sub-contract to maintain and potentially realise business opportunities for growth against the delivery of previous specialist provision for example for Deaf/deaf learners.

The focus of funding is now on progression towards, into, and up in work, to meet needs identified in the Local Skills Improvement Plan (LSIP). The DfE have identified new 'aims' being released for delivery of grant funded courses, including a large range of vocational courses which CLS do not have the internal organisational capacity or capability to deliver internally.

Young People

There has been a reduction in provision available to 16-19 year old NEETs across Kent due to removal of the European Social Fund. This along with the regrading of GCSE boundaries, has seen an increase in the number of NEETs across Kent and the Department for Education (DfE) has a requirement for KCC to meet this demand under its statutory requirement for provision, through CLS as its provider.

Provision for NEET young people has been held in a deficit position for several years, and recent changes have further impacted this deficit of available provision. At any one time, between 3 and 5 districts have no provision of this type available to the NEET population of Kent. Some of provision losing ESF funding is very niche Alternative Provision, and there is little existing rolling provision for students needing to access education later in the academic year.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?	Yes
It is possible to get the data in a timely and cost effective way?	Yes

Is there national evidence/data that you can use?	Yes
Have you consulted with stakeholders?	Yes
Who have you involved, consulted and engaged with?	
KCC has engaged with the following organisations: - Kent and Medway Employment Taskforce - Kent Invicta Chambers - DWP - Kent Association for Training Organisations - Department for Education - South East LEP - Further Education Colleges and other training providers in Kent - National Careers Service delivered by CxK - Internally within Kent County Council - Some employers	
Has there been a previous Equality Analysis (EQIA) in the last 3 years?	No
Do you have evidence that can help you understand the potential impact of your activity?	Yes
Section C – Impact	
Who may be impacted by the activity?	
Service Users/clients	Yes
Staff	Yes
Residents/Communities/Citizens	Residents/communities/citizens
Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?	Yes
Details of Positive Impacts	
Staff – increase in work opportunities, skills development, and opportunities. Service users/clients/communities - Increased opportunities to access courses and develop skills, particularly in local areas, to support positive progression into and within work.	
Negative impacts and Mitigating Actions	
19. Negative Impacts and Mitigating actions for Age	
Are there negative impacts for age?	No
Details of negative impacts for Age	
Not Applicable	
Mitigating Actions for Age	
Not Applicable	
Responsible Officer for Mitigating Actions – Age	Not Applicable
20. Negative impacts and Mitigating actions for Disability	
Are there negative impacts for Disability?	No
Details of Negative Impacts for Disability	

Not Applicable	
Mitigating actions for Disability	
Not Applicable	
Responsible Officer for Disability	Not Applicable
21. Negative Impacts and Mitigating actions for Sex	
Are there negative impacts for Sex	No
Details of negative impacts for Sex	
Not Applicable	
Mitigating actions for Sex	
Not Applicable	
Responsible Officer for Sex	Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender	
Are there negative impacts for Gender identity/transgender	No
Negative impacts for Gender identity/transgender	
Not Applicable	
Mitigating actions for Gender identity/transgender	
Not Applicable	
Responsible Officer for mitigating actions for Gender identity/transgender	Not Applicable
23. Negative impacts and Mitigating actions for Race	
Are there negative impacts for Race	No
Negative impacts for Race	
Not Applicable	
Mitigating actions for Race	
Not Applicable	
Responsible Officer for mitigating actions for Race	Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief	
Are there negative impacts for Religion and belief	No
Negative impacts for Religion and belief	
Not Applicable	
Mitigating actions for Religion and belief	
Not Applicable	
Responsible Officer for mitigating actions for Religion and Belief	Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation	
Are there negative impacts for Sexual Orientation	No
Negative impacts for Sexual Orientation	
Not Applicable	
Mitigating actions for Sexual Orientation	
Not Applicable	
Responsible Officer for mitigating actions for Sexual Orientation	Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity	
Are there negative impacts for Pregnancy and Maternity	No
Negative impacts for Pregnancy and Maternity	

Not Applicable	
Mitigating actions for Pregnancy and Maternity	
Not Applicable	
Responsible Officer for mitigating actions for Pregnancy and Maternity	Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships	
Are there negative impacts for Marriage and Civil Partnerships	No
Negative impacts for Marriage and Civil Partnerships	
Not Applicable	
Mitigating actions for Marriage and Civil Partnerships	
Not Applicable	
Responsible Officer for Marriage and Civil Partnerships	Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities	
Are there negative impacts for Carer's responsibilities	No
Negative impacts for Carer's responsibilities	
Not Applicable	
Mitigating actions for Carer's responsibilities	
Not Applicable	
Responsible Officer for Carer's responsibilities	Not Applicable