

EQIA Submission – ID Number

Section A

EQIA Title	CLS Accountability Agreement
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Responsible Officer	[Q04_ResponsibleOfficer]
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Type of Activity

Service Change	Yes
Service Redesign	No
Project/Programme	Project/Programme
Commissioning/Procurement	No
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

Accountability Agreements focus on what colleges, designated institutions and local authorities deliver in the year ahead and how they intend to support local, regional, and national needs. These annual Statements should in all cases be informed by providers' longer term strategic plans and ambitions.

Part 1 of the agreement is the 'accountability framework'. DfE are using it to set out National Skills Priorities as well as the essential terms and conditions that providers need to meet in return for funds. Part 1 identifies required levers to ensure the effective management and assurance of public funds, the protection of learners as well as requiring sound governance.

Part 2, the 'annual Accountability Statement' is a provider document that is owned by KCC/ CLS as the provider and should set out a small number of outcome targets for areas of curriculum that providers are planning to change for the coming year. These targets reflect contributions to priorities outlined in Local Skills Improvement Plans (LSIPs), being led by Employer Representative Bodies (ERBs) working with employers, providers and local stakeholders including MCAs, local authorities, and other agencies and to National Skills Priorities listed below. Local authority learning organisations within scope should make reference to their tailored learning provision, particularly where this meets local skills needs.

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
- Further Education Colleges and other training providers in Kent
- National Careers Service delivered by CxK
- Internally within Kent County Council – GET, Public Health, TEP
- 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, for Health and Wellbeing, to support Families and widen participation.

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