

Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Procurement of the Apprenticeship Training Provision through the Yorkshire Purchasing Organisation (YPO) Apprenticeship framework.	
Service Area	Human Resource and Organisational Development	
Officer completing the EIA Screening Tool	Rachel Lyus	
Head of Service	Rosemary Oduntan- Oke	
Date	24/05/2023	
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/ decisions sought.	To enter into agreements with Yorkshire Purchasing Organisation (YPO) for the procurement and purchasing of apprenticeship training and assessment. The board previously approved the use of procuring apprenticeship training via Eastern Shires Purchasing Organisation (ESPO) and this contract had come to an end and is not being renewed by ESPO. The Apprenticeship Manager has reviewed YPO and Crown Commercial services frameworks and YPO will be the most efficient route to market allowing LBBB to work with Local Providers that are already signed up to the framework.	
Protected characteristic	Impact	Description
Age	Positive impact (L)	The age of new apprentices and existing staff undertaking

		apprenticeships is monitored monthly and reported to the Workforce Board.
Disability	Positive impact (L)	To increase the number of apprentices with a disability is one of the 6 key priorities that underpins the apprenticeship action plan.
Gender re-assignment	Not applicable (N/A)	Will not have a negative impact, adjustments will be made accordingly where required.
Marriage and civil partnership	Not applicable (N/A)	Not perceived to have a negative impact.
Pregnancy and maternity	Positive impact (L)	Apprenticeships can be paused for those that are on pregnancy and maternity related leave and can also be an option for women returners to apply for apprenticeship opportunities at all levels across the council.
Race	Positive impact (L)	Race of apprentices is monitored, and any underrepresentation will be identified. Currently the data is comparable to the overall workforce and borough population.
Religion	Not applicable (N/A)	Timings of religious occasions and events are considered when planning apprenticeship work and training where appropriate.
Sex	Not applicable (N/A)	Not perceived to have a negative impact. Breakdown of Male/ Female and Unknown is reported and monitored.
Sexual orientation	Not applicable (N/A)	Not perceived to have a negative impact.

Socio-Economic Disadvantage¹	Positive impact (L)	The increase of apprenticeship opportunities for borough residents will support local unemployment and education attainment.
How visible is this service/policy/project/proposal to the general public?		Medium visibility to the general public (M)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		Low risk to reputation (L)

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

All answers resulted in positive impact or not applicable and therefore it is felt that a full EIA is not required. Should there be any changes to the provision, the EIA will be reviewed.

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.