

# Durham County Council Equality Impact Assessment

The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Completion of this template allows us to provide a written record of our equality analysis and demonstrate due regard and must be used as part of decisions making processes with relevance to equality.

Please contact [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk) for any necessary support.

## Section One: Description and Screening

<b>Service/Team or Section</b>	HR OD/WFD Team
<b>Lead Officer</b>	Julie Burgess
<b>Subject of the impact assessment</b>	Apprenticeship Strategy 2022 - 2025
<b>Report date (Cabinet/CMT/Mgt team etc)</b>	8 February 2022
<b>MTFP Reference (if relevant)</b>	
<b>Start Date</b>	31 January 2022
<b>Review Date</b>	On-going

## Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link)

The council's apprenticeship strategy and programme are an integral part of the council's approach to address current and future skills needs. Apprenticeships help us to attract and retain the very best talent and to benefit from a skilled, motivated and flexible workforce.

The council introduced its first Apprenticeship Strategy in April 2019. The Apprenticeship Strategy 2022 – 2025 has been updated to reflect our continued commitment to progressing our apprenticeship programme as part of our Workforce Strategy which is linked to our strategic workforce planning approach and people strategies.

To support the delivery of our Council Plan and Workforce Strategy, we are committed to investing in the continued expansion and development of our apprenticeship programme. Through increasing the range and number of apprenticeship opportunities, we can help to

improve the skills of our own workforce together with the skills base across the County to help create more community health/wealth.

The apprenticeship strategy identifies how we will use apprenticeships to attract new talent to the organisation as well as identifying opportunities for the development of existing employees aligned to our strategic approach to workforce planning, to ensure we have a workforce capable of meeting our communities' needs both now and in the future. The strategy embeds our OPEN values of outcome focused, people focused, empowering and innovative, by investing in our employee's skills and development to equip them to deliver high quality services for our communities and to achieve the best outcomes.

There are currently 124 service based apprentices within the scheme (excluding schools) and 221 employees within the upskilling programme.

Who are the main people impacted and/or stakeholders? (e.g. general public, staff, members, specific clients/service users, community representatives):

All council employees, DCC services, HR OD/WFD Team, people within County Durham, DurhamLearn, various colleges and external training providers.

## Screening

Is there any actual or potential negative or positive impact on the following protected characteristics<sup>1</sup>?

Protected Characteristic	Negative Impact Indicate: Yes, No or Unsure	Positive Impact Indicate: Yes, No or Unsure
Age	Y – must be age 16+ yrs	Y – no upper age limit
Disability	N	Y – available to all
Gender reassignment	N	Y

<sup>1</sup> <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Marriage and civil partnership (‘eliminate discrimination’ employment only)	N	Y
Pregnancy and maternity	N	Y
Race	N	Y
Religion or Belief	N	Y
Sex	N	Y
Sexual orientation	N	Y

Please provide **brief** details of any potential to cause discrimination or negative impact. Record full details and any mitigating actions in section 2 of this assessment.

Although the apprenticeship scheme is open to all, current data based on recruitment information 2021, indicates a low take up in relation to disabled, female and BAME candidates. Therefore, we need to ensure that our strategy and action plan helps to alleviate any potential impact and helps to encourage applicants from a wide range of candidates.

In relation to age, apprenticeships are open to anyone over the age of 16 years old and there is not upper age limit. Within our current apprenticeship programme, 83% are aged 16-25. Recruitment data based on 2021, also mirrors this trend as it indicates that those applying to positions are mainly young people. Therefore, we need to consider raising awareness of these opportunities to older age groups within the county, through our advertising and marketing campaigns.

Although apprenticeships are open to all, the 2021 recruitment data shows that 8.5% who applied, indicated that they had a disability. Of those currently within the programme, 5.6% have indicated that they have a disability. We therefore understand that there are a number of actions which we need to put in place to help encourage and promote recruitment and appointment of disabled candidates. The following is specified in the apprenticeship strategy action plan:

‘To develop a structured approach to broaden opportunities for people with special educational needs and disabilities including ring-fencing suitable apprenticeships for the council’s DurhamEnable clients’.

This action along with ongoing work to review the council’s overall recruitment and selection process, will hopefully increase the number of disabled applicants applying and appointed into positions.

In 2021, the number of male, females applying varied, with 81% of males applying to the apprenticeship programme. Currently we have 78% male, and 22% female within the

programme. Going forward we need to ensure that our apprenticeship programme continues to target both male and female applicants, and perhaps work to break stereotypes on certain traditional male/female dominated sectors, such as engineering/care.

Figures for those BAME applying to apprenticeship positions show that 3.5% applied. As previously mentioned, we need to ensure that the programme is actively promoted to certain groups where there are underrepresented, to ensure we widen participation.

Please provide **brief** details of positive impact. How will this policy/proposal promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

As one of the largest employers in the North East, providing apprenticeships and routes into apprenticeships within the council is an integral part of the council's wider regeneration approach and also supports educational improvement priorities by helping to raise skills aspirations.

The challenges of finding work impacts on certain groups including young people, care leavers, long-term unemployed people, returners to the labour market, people with disabilities and people from Black, Asian and Minority Ethnic (BAME) backgrounds. This was heightened during the Covid-19 pandemic.

As the corporate parent we will support care leavers to access apprenticeship opportunities, identify opportunities to engage with young people and adults including those with special educational needs and disabilities (SEND) and work with other disadvantaged groups e.g. long-term unemployed, returners to the labour market, people with a disability and people from Black, Asian and Minority Ethnic (BAME) backgrounds.

The Organisational Development/Workforce Development Team within People and Talent Management will work closely with colleagues in other services including Economic Development, Education, Business Durham, Children's Social Care and Corporate Procurement to ensure that the council's strategic response to apprenticeships as an employer is closely aligned with the council's wider strategic priorities to supporting local people into sustainable employment.

We want to be an ambassador for apprenticeships in the county and play an active role in reducing the employment equality gap and encouraging business to support apprenticeships and recognise their value. This will include introducing a levy transfer

policy to support Small and Medium Employers (SMEs) who don't have an apprenticeship levy pot to fund training.

Providing opportunities for existing employees to undertake apprenticeships and developing an apprenticeship culture at all levels within the council will help to raise skills within the workforce in support of skills and wider workforce planning priorities around recruitment and retention and improve the age diversity profile of the workforce by attracting younger people into apprenticeships.

## Evidence

What evidence do you have to support your data analysis and any findings?

Please **outline** any data you have and/or proposed sources (e.g. service user or census data, research findings). Highlight any data gaps and say whether or not you propose to carry out consultation. Record your detailed analysis, in relation to the impacted protected characteristics, in the following section of this assessment.

Our achievements from April 2017 to March 2022 include:

- 618 new apprenticeships and 604 upskilling opportunities created (services and schools) – as at 17 January 2022
- Working with 26 different training providers to deliver 92 different apprenticeship standards – as at 17 January 2022
- Use of new apprenticeships standards e.g. Social Work, Occupational Therapy, Public Health, Environmental Health, Senior People Professional, Leisure Team Member, Community Sport and Health Officer
- 72% of apprentices retained in employment with the council (excluding schools) – as at December 2021
- Recognised in the government's Top 100 Apprenticeship Employers List
- Mapping of relevant apprenticeship standards to all service areas to maximise the use of apprenticeships for new and existing employees
- 'Apprenticeship first' approach to qualifications introduced to enhance the skills, knowledge and competence in occupational areas
- Embedded apprenticeships into workforce planning to support a 'grow our own' approach especially for specialist and hard to fill posts
- Regional local authority apprenticeship group established to share best practice

As a council we have 8,291 employees, 62.81% female and 37.2% male. We have 221 employees currently within the upskilling programme. Although the programme is open to all employees, and brings many benefits to both the individual and council, it will have a potential positive impact on young people. It will allow them to progress with their career as it allows the opportunity for gaining further qualifications and allowing wider job opportunities and future promotions.

Evidence from our gender pay gap report identifies that 52% of female employees are paid in the two lower quartiles. Therefore, the upskilling programme will also have a positive impact in relation

to providing the opportunity for women to upskill and train, therefore having a positive impact on career and job opportunities, and in turn eventually having a positive impact in relation to the gender pay gap difference.

The table below outlines the number of apprenticeship posts recruited since the introduction of the apprenticeship levy:

<b>Year</b>	<b>No of apprentices</b>	
	<b>Services</b>	<b>Schools</b>
2017/18	48	58
2018/19	75	79
2019/20	80	60
2020/21	52	35
2021/22	66	66
Total	321	298

Equalities data for 2021 recruitment drive:

Job Title	Total No of applicants	Disability		Gender		Marital		Religion							Sexual Preference					Ethnicity																		
		Y	N	M	F	Mother	Parent	No Answer Given	Buddhism	Christianity	Islam	None	Sikhism	Other	Prefer not to say	Bisexual	Gay man	Heterosexual	Lesbian / gay woman	Other	Prefer not to say	Any other Asian background	Any other Mixed background	Any other White background	Arab or Middle Eastern - Arab	Asian or Asian British - Chinese	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Black - African	Mixed - White & Asian	Mixed - White & Black African	Prefer not to say	White - British	White - Irish				
Apprenticeship (Business Administration) Health an	17	0	16	1	6	11	1	0	16	0	3	0	10	1	0	3	0	1	13	0	0	3	0	0	0	0	0	1	0	0	0	0	1	15	0			
Apprentice (Business Development)	7	0	6	1	4	3	0	0	7	0	0	0	6	0	0	1	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0			
Apprentice Business Administration	1	0	1	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0			
2 x Apprentices - Business Administration	10	0	9	1	4	6	0	0	10	0	4	0	6	0	0	0	0	0	9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	10	0			
Apprentice Civil Engineering Technician (Strategic Hi	17	0	17	0	17	0	0	0	17	0	4	0	10	0	1	2	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	0		
Degree Apprentice (Civil Engineering) Strategic High	17	0	17	0	16	1	0	0	17	0	6	0	10	0	1	0	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	0		
Apprentice Civil Engineer Technician (Highway Serv	27	0	26	1	27	0	0	0	27	0	11	0	15	0	0	1	0	0	27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	0		
Apprentice Highways Operatives	19	1	16	2	18	1	0	0	19	0	6	1	11	0	0	1	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	18	0		
Apprentice Fabricator/Welder	19	1	18	0	18	1	0	0	19	0	4	0	15	0	0	0	0	0	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0		
Apprentice Gardener	12	1	11	0	12	0	0	0	12	0	3	0	9	0	0	0	0	0	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	12	0		
Apprentice - Low Carbon Economy	4	1	3	0	3	1	0	0	4	0	1	0	3	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0		
Degree Apprentice - Civil Engineering	32	3	28	1	29	3	0	0	32	1	8	2	19	0	1	1	1	0	30	0	0	1	0	1	0	0	0	0	2	0	0	0	0	0	29	0		
Apprentice - Civil Engineering	17	1	16	0	17	0	0	0	17	0	6	0	10	0	0	1	0	0	16	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	16	0		
Apprentice (MSc) Chartered Town Planner	14	1	11	2	10	4	0	0	14	0	3	0	11	0	0	0	0	0	13	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	14	0		
Apprentice Electrician Street Lighting	80	3	77	0	78	2	0	0	80	0	30	0	45	0	2	3	0	0	77	1	2	0	0	0	0	0	0	0	0	0	0	0	1	0	78	1		
Degree Apprentice (QS) Mechanical	7	0	7	0	6	1	0	0	7	0	1	0	5	0	1	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0	
Degree Apprentice (QS) Electrical	15	0	15	0	14	1	0	0	15	0	2	1	12	0	0	1	1	0	13	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	13	0	
Degree Apprentice (QS) Construction	19	0	19	0	16	3	0	0	19	0	6	0	10	0	1	2	0	0	18	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	16	0	
Apprentice Bricklayer	46	1	44	1	45	1	0	0	46	0	20	0	26	0	0	0	0	0	44	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	46	0	
Apprentice Joiners	83	4	78	1	80	3	0	0	83	1	25	0	54	0	2	1	3	0	74	1	1	4	0	1	0	0	0	0	0	0	0	0	0	0	0	81	0	
Apprentice (Building Services Engineer) Compliance	11	0	10	1	10	1	0	0	11	0	4	0	6	0	0	1	0	0	9	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	
Apprentice (Contract and Cleaning Services)	1	0	1	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	
Apprentice (Library and Information)	10	6	4	0	5	5	0	0	10	0	3	0	4	0	1	2	0	0	7	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0	0	9	0	
Apprentice Member Services	5	1	4	0	2	3	0	0	5	0	0	0	4	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	
Apprentice Committee Services	4	2	2	0	4	0	0	0	4	0	2	0	2	0	0	0	0	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	
Apprentice Registration Service	12	3	9	0	4	8	0	0	12	0	2	0	9	0	0	1	1	0	7	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	12	0	
Apprentice Internal Audit	13	2	11	0	8	5	0	0	13	0	7	0	5	0	1	0	0	0	12	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	11	0	
Apprentice Corporate Fraud Investigator	32	3	28	1	14	18	0	0	32	0	9	0	21	0	1	1	2	0	28	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	30	0
Apprentice Data Analyst	5	0	5	0	5	0	0	0	5	0	0	0	4	0	0	1	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0
3 x Apprentices Financial Management	19	1	18	0	12	7	0	0	19	0	5	0	11	0	2	1	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0
5 x Apprentices Transactional Finance	6	0	6	0	3	3	0	0	6	0	1	0	5	0	0	0	1	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0
Apprentice Digital Solutions	5	2	3	0	4	1	0	0	5	0	0	0	5	0	0	0	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	
Apprentice Project Support	5	3	2	0	4	1	0	0	5	0	2	0	3	0	0	0	0	0	4	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0
2 x Apprentice ICT Support	7	1	6	0	7	0	0	0	7	0	3	0	4	0	0	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0
2 x Apprentices ICT Implementations	9	2	7	0	9	0	0	0	9	0	4	0	5	0	0	0	0	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0
3 x Apprentices ICT Applications and Development	15	4	10	1	14	1	0	0	15	0	6	0	8	0	1	0	0	0	15	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	14	0
2 x Apprentice ICT Telecoms	6	2	4	0	6	0	0	0	6	0	0	0	6	0	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0
Apprentice Customer Relations and Sales	1	0	1	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Apprentice Procurement	4	0	4	0	3	1	0	0	4	0	2	0	2	0	0	0	0	0	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0
Apprentice (Business Services)	9	2	6	1	4	5	0	0	9	0	2	0	7	0	0	0	0	0	6	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0
Apprentice Data and Systems Analyst	4	2	2	0	3	1	0	0	4	0	0	0	3	0	0	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0
Apprentice Human Resources (HR)	24	4	19	1	11	13	0	0	24	0	5	0	19	0	0	0	0	0	21	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24	0
Apprentice Lift Engineer	26	2	24	0	25	1	0	0	26	0	5	0	20	0	1	0	0	0	24	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	0
Apprentice (Community Sport and Health)	11	0	11	0	8	3	0	0	11	0	4	1	5	0	1	0	0	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0
Apprentice (Leisure Team Member)	12	1	11	0	7	5	3	0	9	0	2	1	8	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0
Apprentice Customer Relations and Sales	2	1	1	0	0	2	0	0	2	0	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Apprentice Procurement	4	0	4	0	1	3	0	0	4	0	1	0	3	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0
Apprentice (Business Services)	10	2	8	0	3	7	0	0	10	0	2	0	8	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0
	735	63	656	16	596	139	4	2	729	2	215	6	468	1	18	25	12	8	672	6	10	27	2	5	3	1	1	1	1	7	1	2	2	1	708	1		

## Screening Summary

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Lead officer sign off:  <i>Julie Burgess</i>	Date: 03/02/2022
Equality representative sign off (where required):	Date:

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment, please ensure your screening record is **attached to any relevant decision-making records or reports**, retain a copy for update where necessary, and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

If you are unsure of assessing impact please contact the corporate equalities team for further advice at [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

## Section Two: Data analysis and assessment of impact

Please provide details of impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions and any necessary mitigating actions to ensure fair treatment.

Protected Characteristic: <b>Age</b>		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
There is a potential positive impact based on the fact that the apprenticeship scheme is open to applicants age 16+. However, we need to be aware that current	Within the current apprenticeship scheme, we have 83% who are age 16-25, showing a high proportion of young people.	As part of our marketing and promotion of the apprenticeship programme we will try



<p>recruitment information indicates that those applying to our apprenticeship scheme are proportionally younger people.</p> <p>The upskilling programme will also have a positive impact in terms of further development of young employees, providing further opportunity for qualifications and potentially leading to wider job opportunities and promotions.</p>		<p>to raise the awareness of the no age limit of apprenticeship scheme, and not just targeting of younger people. We will do this by working with relevant agencies in the County and job seekers.</p> <p>Each year we will review the numbers applying and appointed based on age categories, to help future targeted promotion.</p>
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Protected Characteristic: <b>Disability</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Although the apprenticeship scheme is open to all. We need to ensure that our recruitment and selection methods do not have a potential adverse impact and potentially deter candidates from applying.</p> <p>We therefore need to market and promote these opportunities to wider partners and agencies to ensure that we reach a wide range of applicants.</p>	<p>Current 2021 figures indicated that from the numbers that applied 8.5% indicated they had a disability. Of those currently within the apprenticeship scheme, 5.6% declared that they had a disability (7/124 positions)</p>	<p>Actions identified within the Apprentice Strategy action plan will ensure a targeted approach: Widen participation in the council's apprenticeship programme, by targeting and maximising opportunities for those who face the most challenges to accessing employment. This includes- 'To develop a structured approach to broaden opportunities for people with special educational needs and disabilities including ring-fencing suitable apprenticeships for the</p>

		<p>council's DurhamEnable clients'</p> <p>We are currently also undertaking a piece of work to review our overall recruitment and selection procedures. This includes working with the council's disability staff network, to help understand some of the potential barriers disabled applicants face when applying for positions.</p> <p>To also promote the guaranteed interview scheme and to explain what this means.</p> <p>Each year we will review the numbers applying and appointed based on disability, to help future targeted promotion.</p>
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Protected Characteristic: <b>Gender reassignment</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Marriage and civil partnership ('eliminate discrimination' employment only)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Pregnancy and maternity</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Race</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The apprenticeship strategy aims to ensure that the scheme is open to all and to widen participation, therefore having a potential positive impact.	Data for 2021, shows that based on the numbers that applied, 3.5% were Black and Minority Ethnic communities. It is unknown the number appointed as this is based on self- declaration system.	Each year we will review the numbers applying and appointed based on BAME categories, to help future targeted promotion.

Protected Characteristic: <b>Religion or belief</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Sex</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Throughout the apprenticeship scheme programme, there have been relatively equal numbers of males and females' apprentices. This can vary depending on the apprenticeship sector choices. However, there is no potential negative impact, but we need to	Based on current information for 2021, 81% of those who applied were male.  Currently we have 78% male, and 22% female.	Each year we will review the numbers applying and appointed based on age categories, to help future targeted promotion.

<p>be aware of variation in numbers applying each year.</p> <p>The upskilling programme will have a positive impact in terms of development opportunities for female employees. Currently 52% of female employees are paid in the two lower pay quartiles. Additional training and upskilling will hopefully improve job and promotion opportunities, which in turn will also help with the gender pay gap difference.</p>	<p>There are different variations of numbers applying to different posts based on the sectors, e.g., engineering and constructions posts tend to increase the numbers from male applicants.</p>	<p>Develop work to help breakdown the traditional stereotypes of certain job sectors.</p>
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Protected Characteristic: <b>Sexual orientation</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

## Section Three: Conclusion and Review

### Summary

<p>Please provide a brief summary of your findings; a summary of any positive and/or negative impacts across the protected characteristics, links to the involvement of different groups and/or public consultation, mitigations and conclusions made.</p>
<p>The apprenticeship strategy and associated action plan highlights and identifies specific actions to help widen participation of the council's apprenticeship programme by targeting and maximising opportunities for those who face the most challenges to accessing employment. Through regular review we need to ensure that the strategy and plan are having a positive impact on the recruitment and retention of underrepresented groups to apprenticeship positions.</p>

<p>Will this promote positive relationships between different communities? If so how?</p>

## Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Each year we will review the numbers applying and appointed based on specific categories, which we know are under-represented and this will lead to future targeted promotion	HR OD/WFD Team		
As part of our marketing and promotion of the apprenticeship programme we will try to raise the awareness of apprenticeship scheme, and try to target under-represented groups. We will do this by working with relevant agencies in the County, schools and job seekers.	HR OD/WFD Team		
To implement the Apprenticeship action plan, which identifies a number of actions to adopt a targeted approach to increase the number of disabled applicants applying and appointed into positions.	HR OD/WFD Team		

## Review and connected assessments

Are there any additional or connected equality impact assessments that need to be undertaken? (If yes, provide details)	
When will this assessment be reviewed? Please also insert this date at the front of the template	The EIA will be updated as the action plan develops.

## Sign Off

Lead officer sign off:  <i>Julie Burgess</i>	Date: 03/02/2022
Equality representative sign off (where required):	Date:

**Please ensure this equality impact assessment (EIA) record is attached to relevant decision-making records or reports, a summary of findings is included within the report and the report implications appendix is noted that an EIA has been undertaken.**

Retain a copy for update where necessary, and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)