

Initial equality impact assessment screening form (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
Directorate	CYPS		
Service area	Inclusion		
Proposal being screened	To create a fully traded Specialist Careers Advice Service. This proposal will extend to a staff restructure and a change to how the service is delivered to the schools.		
Officer(s) carrying out screening	Abigail Burns		
What are you proposing to do?	The proposal is to create a fully traded Specialist Careers Advisor service.		
Why are you proposing this? What are the desired outcomes?	The Specialist Careers Advice service is a non-statutory service from which the Dedicated Schools Grant has been removed, this has resulted in a deficit within the budget for the service. The service is currently part traded and the proposal is to make the service fully traded with a view that it should cover its own cost of delivery.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	There is a significant commitment to the roll out of a new style Specialist Careers Advice Service.		
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristic As part of this assessment, please consider the following questions: <ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? Do different groups have different needs or experiences in the area the proposal relates to? If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your Equality rep for advice if you are in any doubt.			
Protected characteristic	Yes	No	Don't know/No info available
Age			√
Disability			√
Sex (Gender)		√	
Race		√	
Sexual orientation		√	
Gender reassignment		√	

Religion or belief		√	
Pregnancy or maternity		√	
Marriage or civil partnership		√	
NYCC additional characteristic			
People in rural areas			√
People on a low income		√	
Carer (unpaid family or friend)			√
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	This area of work is particularly aimed at children with a Special Educational Need where there is a known inequality for individuals with a disability entering the employment market.		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	There will not be a significant change to how other organisations operate.		
Decision (Please tick one option)	EIA not relevant or proportionate:		Continue to full EIA: √
Reason for decision	The individuals affected have a recognised disability and the change and risk to how the change may affect the service delivered necessitates the need for a full EIA.		
Signed (Assistant Director or equivalent)	Jane Le Sage		
Date	9/1/18		