

Fair Treatment Assessment (FTA) Form



Area of Assessment	
1 Name of Service or function	Connexions
Which service does this affect?	Young People
Is this a new, existing or revised function?	Existing
Summary of findings	
<p>2 Main conclusions on the likely impact of the function on different equality groups (protected characteristics)</p> <p>To provide an appropriate summary the following will separate the Education Bill into the various responsibilities, the Universal Careers Service and the Statutory Responsibilities for local authorities, and how these impact of Connexions delivery of services to young people.</p> <p>The Education Bill transfers the responsibility for delivering Careers Services from local authorities to schools, with schools having the freedom to determine how Careers Services is delivered in their institution, as long as they can demonstrate that it is independent. Although there has been national concerns about the impact of this approach particularly with regards to access, quality and impartiality etc. Until schools have determined and begun to deliver services it is difficult to gauge the impact upon young people in Solihull institutions.</p> <p>The impact on Solihull Connexions is that it no longer has a responsibility to delivery a Universal Careers Service which does mean the following services will not be accessible to all young people, only those vulnerable and NEET young people:</p> <ul style="list-style-type: none"> • A universal Information, Advice and Guidance (IAG) service for all Pre and Post 16 young people • A Careers Service in Schools or Colleges (unless a costed service) • Universal service to Parents/Carers • Parents/Carers Newsletter. • Universal access to IAG in Connexions Centres • Universal support & placing service for young people seeking employment and volunteering. • Access to internet, careers software, and job search programmes • Production of universal publications for young people. • Support for young people on exam results day • Higher Education support • Financial and Health support • Purchase careers software for schools and colleges • Attendance at parents evenings • Curriculum development and support for schools and colleges • Web page information would be reduced. <p>The Education Bill states that if young people require Universal Careers Service support then they should access this through their school provision or the National Careers Service. Unfortunately, the National Careers Service is only accessible for under 19 year olds via the internet or telephone there is no face to face provision.</p>	

Again it is difficult to measure the impact of these changes until they are implemented; however, this move is through government legislation and subsequent reduction in funding. It does change the culture of the Connexions Service's open door and universal access policy, and could confuse some young people and their parents/carers. A communication strategy will be developed to inform young people and their parents/carers of these changes, and signposting arrangements will be in place to support young people to access appropriate services.

These changes to the Connexions Service universal provision does present a significant reduction in services to the young people who are not covered in the vulnerable or NEET groups. It is also recognised that it will change the relationships between young people, parents/carers and institutions. Partnership arrangements will still be required to fulfil some of the local authority statutory responsibilities, particularly around the tracking of young people.

In summary it is felt that young people in the vulnerable and NEET groups will not be notably disadvantaged by these changes as Connexions and the local authority will still have a responsibility for delivering services to these young people. As the young people in vulnerable groups have protected characteristics (such as age; gender; disability; ethnicity etc), it is worth noting that this Fair Treatment Assessment found no potential adverse impacts of the new way of working, on young people as a consequence of them having a particular protected characteristic.

However, although robust protocols will be negotiated with schools and colleges to deliver services to these young people, it has to be recognised that Personal Advisers presence in institutions will be reduced. This does mean a change in the relationships and dynamics with institutions and young people, presently a Personal Adviser will have a fixed day/time in an institution this will change given the vulnerable/needs of the young people in those institutions. This is unavoidable and reflects the need to change the delivery methods which Connexions Service will have to apply in the future.

Actions:

Actions required to address negative impacts identified or to better promote equality, human rights, cohesive and sustainable communities and safeguarding issues

Action	Outcome	Timescale
Implement communications strategy	Young people, parents & partners understand Connexions Service and how to access School Careers provision & National Careers Service.	March 2013
Amend National Caseload Information System to address changes to cohort.	Appropriate young people/parents are identified and offered Connexions Service	September 2012
Monitor centre usage	Appropriate young people/parents are identified and offered Connexions Service	September 2012
Develop and implement partnership agreement with National Careers	Appropriate young people/parents are identified and offered Connexions Service & universal service	September 2012
Date Assessment signed off	13 th September 2012	