



Initial Screening Equality Impact Analysis Tool

Section 01	Details of Initial Equality Impact Screening Analysis			
Financial Year and Quarter	2011 / 13			
Name of policy, strategy, function, project, activity, or programme	Step Up to Social Work Programme Second roll-out of programme			
Q1 What are you looking to achieve?	The programme is part of a national initiative, led by the CWDC (Children’s Workforce Development Council), to widen the intake of applicants onto social work qualification training and provide an employer commissioned degree course. The course is an employer-led, 18 month fast track Social Work Master’s degree which will be validated by the General Social Care Council and awarded by the University			
Q2 Who in the main will benefit?	Potential applicants who would apply for a social work degree.			
	Age	Applicants of any age over 18 will be suitable provided they hold a 2:1 degree in any field which is a national programme requirement	L	+
	Disability	When assessing candidate suitability for the programme the commissioned HEI will consider disability in accordance with the relevant employment sections of the Equality Act 2010, and as such it is difficult to determine an overall relevance and potential impact, as this will be dealt with on a case by case basis. However, there is duty to provide reasonable	L	+

		<p>adjustments for candidates, which could be positive but again, this is on a case by case basis. Given the factors this depends on, it would be of low relevance to disabled people as a group, albeit the relevance could be higher for individuals on a case by case basis.</p> <p>Reasonable adjustments for disabled people coming to the assessment centres in November 2011 for example ramps and access to appropriate materials for sight or hearing impairments. Applicants with dyslexia and student support plans from other universities will be given extra time to complete the written tasks at the assessment centre. If an applicant is successful the university will conduct an occupational health assessment and student support plans will be developed to meet individual student needs whilst on the programme</p>	H	+
	Gender reassignment	Gender reassignment will not affect an applicant's suitability for or progression within the programme. As such, this is of low relevance and would be positive for this protected characteristic.	L	+
	Marriage and Civil Partnership	Marriage or civil partnership status will not affect an applicant's suitability for or progression within the programme. As such, this is of low relevance and would be positive for this protected characteristic.	L	+
	Pregnancy and maternity	This is an intensive 18 month Masters programme with limited slippage time for which a 100% attendance is a General Social Care Council requirement. This could potentially have a negative impact on pregnancy and maternity as they are likely to have time off for reasons of pregnancy and maternity. Applicants will be given information about the programme and the academic and placement expectations in order to make their own decision about accepting a place on the programme. To mitigate any potential negative impact, applicants will be able to apply for mitigating	H	-

	circumstances with the university if extensions are needed for course work and placements in line with the university's regulations and policies on extensions which is determined on a case by case basis. The University of Hertfordshire's regulations can be found on: http://sitem.herts.ac.uk/secreg/upr_azlist_info.htm		
Race	The first programme had lower numbers of BME groups nationally, and so advertising has been extended to local authority jobs pages to attract more BME applicants.	L	+
Religion/belief (including non-belief)	Religion will not affect an applicant's suitability for or progression within the programme.	L	+
Sex	The current social work workforce is predominantly female. In the current programme there are 5 men of the 32 students on the course. Although it is not an explicitly stated aim, the Step Up programme does provide the opportunity to attract more male applicants into the social work profession. Applicants from the previous course were predominantly white female and advertising for this programme has targeted local authority intranets and job pages in an attempt to attract more men. The CWDC has also launched a national advertising campaign.	H	+
Sexual Orientation	Sexual orientation will not affect an applicant's suitability for or progression within the programme. As such, this is of low relevance and would be positive for this protected characteristic.	L	+

Human Rights and Children's Rights

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No. This will not affect a student's right to education because if a student is deemed unsuitable for the programme, the commissioned university will counsel them on other routes into social work or other degrees

	<p>that may be more suitable</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? Not directly, although the aim of the programme is to get people into social work so that they can work with children and young people, and as such the end result in the form of a qualified social worker is intended to have a positive effect on Children's Rights.</p>
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Yes</p> <p>The proposal will have a positive impact on the groups as noted above, although there may be cases where some individuals would not be able to participate.</p> <p>This programme will be delivering a second course and provides an opportunity to promote equality. It is being developed with the Children's Workforce Development Council and a lead HEI will be commissioned to assess suitability for the social work qualification and who will take care to ensure equality of access.</p> <p>The programme will produce well trained social work staff who will work within the local area. As part of their work they will seek to impact positively upon the well-being of local children in need.</p> <p>Services users from the West London boroughs have been consulted in relation to the design of the programme, and will be continue to be involved in the recruitment and selection of the candidates and the delivery of the programme. The aim is for the Step Up Social Workers to have a positive impact on outcomes for children in west London.</p> <p>The programme is designed specifically to meet the demands of the local population. Referring Para 3.58 of the Council's Single Equality Scheme, Step Up aims to recruit local people, from local communities, to work in the west London local authorities. During the application process, candidates must specify which region they would like to work in, and currently there is considerable interest from potential students to work in west London. The idea of recruiting and retaining local people is critical, as recruitment and retention of child protection social workers in particularly severe in west London.</p>
<p>Q4 Does the policy, strategy, function, project, activity,</p>	<p>No</p> <p>It is not expected to have a negative differential impact upon any group. All applicants including those who are pregnant and those breastfeeding will be given information about the nature of this 18 month programme as</p>

or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?

other Masters courses are 2 years long so that they can make informed decisions about their work-life commitments and suitability for this programme. The commissioned HEI will also assess student suitability on this 18 month Masters programme taking into account its obligations under the Equality Act 2010 for all protected characteristics and more so for disabilities and this will be looked at on a case by case basis. In these cases and in those where applicants opt out due to work-life issues, pregnancy and for those breastfeeding, applicants will be advised on other routes to qualification and other fields of study that they may be better suited to. Applicants who are deemed suitable but have maternity issues will be advised to apply for mitigating circumstances with the university directly.

The course will also provide financial assistance to all students as it has been recognised by the government that there may be very suitable candidates who wish to change to a career in social work, who would be unable to undertake the training due to financial difficulties.

In terms of Student Support, the Step Up candidates would be able to access the full range of support services, for example counselling, financial hardship, childcare issues, disabled student allowance – and other services aimed at widening participation in higher education. The universities are committed to principles of widening participation and have a strong equalities statement and commitment to their students.