

Equality Impact Assessment

Name of project/proposal

Review of Employment Based Social Work degree

Contact name

Laura Lowe

Department

Adult Services

Date to be published on Hantsweb

15 Jan 2016

Purpose for project/proposal

To seek DMT support to continue the employment based social work programme. To explore if we should continue to support individuals to obtain qualified posts once they have completed their training and whether we should increase our offer to include an access course element to support those without the entry requirements.

Consultation

Has a consultation been carried out?

No

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	Low
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	Low
Rurality	None
Other factors	None

If other please describe

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

Sex: Low impact.

Since 2010 40 candidates have successfully completed the employment based social work programme. Out of these only 4 have been males. Although this seems low this is only slightly lower than the national average with approximately 15% of social work students being male (Social work education in England: 2009 – 2014. A report for the Department of Health (DH). March 2015 http://cdn.basw.co.uk/upload/basw_11320-1.pdf).

Over the last two years recruitment to the Hampshire Adult Services employment based social work programme has seen an increase in the number of males completing the course. In 2014 2 out of 4 of the successful candidates were male and in 2015 2 out of 5 successful candidates were male. This was also a high number taking into proportion the number of males to females that applied for the course (2014-3/7, 2015-3/11).

Lower numbers of males completing or expressing an interest in the course may be due to less men working in the roles that are likely to apply to complete the course. For instance front line social care teams are largely made up of female staff.

It is likely that there will continue to be a difference in the number of males to females completing the course. Although this will not be impacted on by the course either continuing or finishing.

Poverty: Low impact.

There are currently national entry requirement for the Social Work degree. This does mean that some individuals have to self fund an access qualification themselves to be eligible to access the degree. This financial commitment may lead to some individuals not being able to afford this element and so missing out on the opportunity all together. The number of individuals that this may impact on is unknown.

No impact on other areas:

The course that is currently offered is an additional opportunity offered by Hampshire Adult Services rather than a requirement. It is open to applications from across the county and is open to the same candidates as other social work university courses making it a largely accessible course.

Final decision date

Final decision date due
Decision to be made by

12 Jan 2016
DMT