

Equality Impact Assessment and Analysis - Evaluation Tool

Name of service / function / issue under consideration:	Future Bright – Employment Support Innovation Pilot
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Date of the last completed EqIAA relating to the service / function / issue under consideration:	N/A
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Context:	<p>Funding from DWP has been awarded for an Employment Support Innovation Pilot (Future Bright) to the three West of England Combined Authority local authorities. Prior to WECA the three LA's developed a business case drawing upon best practice from other successful projects to create an effective model for helping individuals who are in insecure or low paid employment. The service will begin during April 2018 with a formal launch across the WECA area during early May 2018.</p> <p>In South Gloucestershire the programme will work with 750 residents who are employed and in receipt of one or more of the following benefits - Working Tax Credit, Child Tax Credit, Housing Benefit and Council Tax Benefit. We are working internally with our Housing and Temporary Accommodation Teams, Community Learning and externally with our social housing providers as well as local employers. The Employment Support Innovation Programme will result in participants enhancing their career prospects and skills levels, increased household income and a reduction in the dependency upon in work benefits and Council assistance.</p>
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DEMAND	Is there any indication or evidence (locally or nationally) that different groups will have different needs, experiences, issues or priorities in relation to service / function / issue under consideration?	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Marriage & Civil Partnership	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Pregnancy & Maternity	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Race	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Religion or Belief	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sex	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sexual Orientation	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		More information is needed	<input type="checkbox"/>		
<i>NB. Primary source of evidence should be locally collected evidence; if none is available, national data can be used in its place.</i>					

OUTCOMES	Is there any indication or evidence (locally or nationally) that different groups will have participation levels, satisfaction levels or outcomes in relation to service / function / issue under consideration?	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Marriage & Civil Partnership	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Pregnancy & Maternity	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Race	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Religion or Belief	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sex	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sexual Orientation	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		<i>NB. Primary source of evidence should be locally collected evidence; if none is available, national data can</i>			

be used in its place.

More information is needed

Describe the evidence and what it tells you.

In South Gloucestershire area the programme will work with 750 residents through the Employment Support Innovation Fund Programme and are:

- Resident in South Gloucestershire.
- Aged 19 or over.
- In full-time or part-time paid employment.
- On entry into the Programme, claiming in work benefits or household benefits other than Universal Credit (i.e. Working Tax Credit, Child Tax Credit, Housing Benefit, Council Tax Benefit)

The programme aims to have a positive impact on households/individuals, and due to the nature of the programme it will directly include those from protected characteristic groups. Throughout the development of the business case, consultation was undertaken with social landlords, Housing and Temporary Accommodation teams, community learning organisations, employers and voluntary sector organisations.

As detailed above outcomes will result in participants enhancing their career prospects and skills levels and long term, increasing household income. We envisage that this trend will continue beyond the lifetime of the project and inform others within the family units/groups these individuals belong to.

In developing an inclusive programme and its engagement strategy, quantitative data from a range of sources has been considered to help understand the issues faced by the different equalities groups.

Impact on Protected Characteristic groups:

Positive: Low Moderate Substantial
Negative: Low Moderate Substantial Catastrophic

Impact on Council reputation: Positive Negative Neutral

Financial Implications: Small Medium High

Explain why the above check boxes have been selected:

The project is open to all residents who meet the criteria set out for the project. The Careers Progression Coaches will work out in the community, through our social housing providers, community learning, local libraries, one stop shops and other community venues in order to reach residents who are eligible and wish to join the programme.

From recent data supplied by our Revenue and Benefits Service (Jan 2018) we have been able to establish that we have a total caseload of caseload of 10 760 households on Housing Benefit. Out of these 7395 customers in receipt of HB are living in social housing. 4840 are of working age and as far as we can establish **1730** are not in receipt of a passported benefit (i.e. income support, job seekers allowance income based or employment and support allowance income related) so they are either working, have no income or are in receipt of a contributory benefit and are therefore likely to be eligible for the programme.

At present It is difficult to ascertain the full impact regarding protected characteristics of any potential programme participants. However, research has shown:

- Women are more likely to be on low pay in both full and part time occupations;
- Women are more likely to work part time;
- Some key industries and sectors with low rates of pay include hairdressing, childcare, hospitality, cleaning and retail;

- Ethnic minority groups are more likely to be employed in sectors relating to accommodation and food services; wholesale and retail trade; transportation and storage and human health and social work activities. They are less likely to be employed in the manufacturing, construction and education sectors.

This is a WECA flagship programme and the first major skills programme across the WECA area. The ability to help our residents who are currently in work but 'just about managing' is a positive step in reducing individuals' reliance on benefits to top up income, allow individuals to strive and realise aspirations and something the council has been unable to provide at this level previously.

There is minimal financial risk for the Council as the programme is externally grant funded, managed through the West of England Combined Authority with quarterly claims in arrears agreed. Whilst this programme is intended to reduce reliance on benefits such as Housing Benefit this is difficult to quantify and this benefit will begin to be rolled into Universal credit later in the year (starting June 2018 for new claimants).

List the Sources of evidence you have used: (refer to guidance document for examples)

Local:

- Data analysis conducted by Revenue and Benefits Service on Housing Benefit households
- 2011 Census - <http://www.southglos.gov.uk/council-and-democracy/census/census-2011/>
- Population analysis mid-year 2016 <http://www.southglos.gov.uk/council-and-democracy/census/population-and-demographics/>
- Quarterly economic briefings - <http://www.southglos.gov.uk/council-and-democracy/census/economic-briefings/>
- NOMIS - <https://www.nomisweb.co.uk/reports/lmp/la/1946157354/report.aspx>
- Indices of deprivation data - <http://www.southglos.gov.uk/council-and-democracy/census/english-indices-deprivation-analysis/>

National:

- In work progression trial update - <https://www.gov.uk/government/statistics/in-work-progression-trial-update-april-2015-to-october-2016>
- Evaluation of In work Progression 2016 - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/483713/rr912-evaluating-the-in-work-progression-advice-trial.pdf A full evaluation will be available sometime in 2018
- Low pay in the UK: Apr 2016 ONS Bulletin - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/lowpay/apr2016>
- Is Britain Fairer? - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/476333/EHRC_IBF_MainReport_acc.pdf
- House of Lords Library Note – Black and Minority Ethnic people in the Workplace in Britain - <http://researchbriefings.files.parliament.uk/documents/LLN-2016-0021/LLN-2016-0021.pdf>

Considering the evidence and what it tells you about impacts, are there any actions that are currently being taken which mitigate negative impact and/or improve on a positive impact?

The programme seeks to support eligible residents to improve their income and reduce their need to claim in-work benefits by improving their employability skills and qualifications and helping them to secure 'better' work.

We are going to be out in a number of community venues to reach residents and will be identifying services to meet individual needs, whatever they may be to support them as individuals with progression in work and long term career aspirations.

We will be ensuring the Employment Support Innovation Pilot works beyond the boundaries of this project, helping residents with access to other services and training to support their wider needs in turn supporting those

people with protected characteristics.

Additionally communications for the project are clear, engaging and inclusive. They will be carefully developed so as not to exclude any group or individual with protected characteristics.

What further actions will be taken?

The actions and outcomes identified in the Employment Support Innovation Pilot, and any actions and outcomes identified in subsequent delivery plans will be monitored by the programme's Steering Group, the DWP and the West of England Combined Authority through an established monitoring plan.

Performance targets and monitoring against equalities groups will feed into the formal review of the delivery plan and subsequent strategies including review at midpoint evaluation of project.

Conclusions

A full EqIAA is required, tick here: (this may take 6 to 12 months to complete)

It is not considered that a full EqIAA is required for this programme at this stage. This is because this is a new pilot project and evaluation of the project will incorporate performance monitoring and analysis in relation to protected characteristic groups.

Future Bright is a DWP funded innovation pilot which will work with 3,000 residents of the West of England Combined Authority and 400 employers to understand and help overcome barriers to making progress in the workplace. Locally we will support 750 residents and engage with 100 employers as part of the pilot. The project will work with residents aged 19 and over who are in work on low incomes and claiming eligible benefits. These are Working Tax Credit, Child Tax Credit, Housing Benefit or Council Tax Benefit, as DWP are not in touch with these workers. As they will migrate to Universal Credit in the future DWP are keen to learn what interventions and support help people make progress in the workplace.

The programme is tailored to the individual. This may be a lighter touch service for those who need less help to find their direction. For those who would benefit from more intensive support, more regular coaching sessions will be planned. This would be a holistic intervention, identifying and helping the resident reach solutions to a range of life issues including employability, communication, basic skills, health and wellbeing, money and debt, housing, transport, childcare and family issues. Both light touch and full service support will benefit from a customer responsive budget to cover any specialist equipment, education, training or coaching that would help each resident make progress, with full use made of existing provision and support networks across the area. Residents will be empowered to explore progression opportunities with their current employer, as well as considering other local opportunities. All activity and outcomes will be recorded on a CRM database.

An independent evaluation will be carried out, with specialist input to inform project monitoring, analyse CRM database reports, collate independent feedback on the service from participants, delivery teams and referrers, and produce interim and final project evaluation reports. Lessons learnt will be shared with funders and local stakeholders to inform future service delivery.

Signed by officer responsible for the service/function/issue under consideration.

This work has been carried out correctly and accurately:

Name:	Carolyn Maggs
Job Title:	Employability and Skills Officer
Date:	14 th March 2018