

Equality Impact Assessment

ESF Pathways to Success and Pathways to Progression (Ambition)

Stage 1 Details of the proposal

Name of service Directorate	Employment and Skills, Place Directorate
Name of officer responsible for EIA Name of senior sponsor	Carol Booth Thomas Smith
Description / purpose of proposal	<p>ESF Pathways to Success (1.4) AND ESF Pathways to Progression (ambition) PROJECT DELIVERY</p> <p>These are two separate projects which aim to support unemployed and economically inactive adults and young people to progress in the labor market; i.e. becoming economically active and looking for work, accessing education; gaining employment.</p> <p>ESF Pathways to Success: Is led by Sheffield City Council and delivered by BMBC adult employability team. The project addresses the needs of those adults (aged 19 years and above) who are furthest from the labor market and who experience multiple and complex barriers. It provides non-working residents with a comprehensive support package personalized to their needs and strengths with additional employment and digital skills support provided by BMBC staff. This support is also personalized and covers a wide range of careers advice, employability, skills, mentoring and “barrier busting” support.</p> <p>ESF Pathway to Progression (Ambition) is led by Sheffield City Council and delivers support to unemployed and economically inactive young people aged 15-18 years. It is delivered by BMBC Targeted Information Advice and Guidance (TIAG) team and supports young people, particularly those at risk of becoming NEET people, are care experienced or have an education and health care plan (EHCP). It provides personalized support to young people to help them obtain basic skills qualifications and progress into</p>

traineeships, apprenticeships or employment. The team also provide a wide range of careers advice, mentoring and “barrier busting” support

Date EIA started	25/11/2021
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Assessment Review date	Both ESF projects report quarterly on their Equality impact to their respective steering boards. The EIA will be reviewed in December 2022 and annually thereafter.
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Stage 2 - About the proposal

What is being proposed?	<p>Barnsley Council currently delivers two employment support projects funded by the European Social Fund -Pathways to Progression (Ambition) and Pathways to Success. Together these programs provide a programme of support for people who are unemployed or economically inactive and have barriers which make it more difficult for them to get work. Both projects put the person at the heart of the project and provide wrap around support. These projects were due to end in March 2022 but due to COVID19 pandemic a request has been accepted by the Managing Authority to extend the programs until 31/12/12. These projects will compliment two additional programs which commenced in October 2021. These programs, also funded through the European Social Fund, aim to tackle economic disadvantage faced by sectors of the population. These are:</p> <ul style="list-style-type: none"> • SECTOR ROUTEWAYS: <p>Sector Routeways targets those individuals who are more “job ready” and are looking to move into key economic sectors. They will be supported by a package of information, advice and guidance, skills and employment brokerage supported through employer engagement.</p> <ul style="list-style-type: none"> • TENANTS FIRST: <p>Supports unemployed and economically inactive social housing tenants to move into or closer to work. This is led by Berneslai Homes and builds on their successful model of tenancy support. The project will add further specialist support to develop the employability and skills to access and secure sustained employment.</p> <p>Neither the Sector Routeways, or the Tenants First program provides support for young people aged 15-18 years. This support is the unique to the Pathways to Progression (Ambition) program. Similarly, the ESF Pathways to Success program is unlike the other employability programs being delivered by BMBC Employment and Skills in that it provides personalised support for adults who are furthest away from the job market due to multiple and/or complex barriers, ie some of the Boroughs most vulnerable residents</p>
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Why is the proposal required?	<p>THE NEED FOR EMPLOYMENT SUPPORT IN BARNLSLEY</p> <ul style="list-style-type: none"> Barnsley has higher than average percentage of the working age population who are without employment. Notably there are much higher percentages of people who are economically inactive (they are not working and not claiming a benefit) due to reasons linked with disadvantage. The recent Covid 19 pandemic resulted in the claimant count for Barnsley reaching 6.6% in April 2021, the highest rate for 25 years . Since then the count has reduced to 5% in October 2021 but remains higher than the national average of 4.8% (NOMIS Local Authority profile, November 2021) Pathways to Success is open to all unemployed or economically inactive people who meet the criteria (aged 19 years and above, right to work in the UK and live in the South Yorkshire Area). but with a particular focus on supporting those with barriers to work, ie ill health, disability etc. Pathways to Progression (Ambition) is specifically targeted at young people aged 15-18 years and living in Barnsley. The program delivers an integrated, person-centred education and employment pathway for young people least likely to access education, training or employment through mainstream routes or provision.
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What will this proposal mean for customers?	<p>The proposals will address the barriers to employment faced by our disadvantaged communities and provide proactive personalised support to enable them to progress their position in the labour market and secure employment.</p>
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Stage 3 - Preliminary screening process

Use the <u>Preliminary screening questions</u> to decide whether a full EIA is required
<input checked="" type="checkbox"/> Yes - EIA required (go to next section) No – EIA not required (provide rationale below including name of E&I Officer consulted with)

Stage 4 - Scoping exercise - What do we know?

Data: Generic demographics
What generic data do you know?

Prior to Covid – 19 the council has seen significant progress in increasing employment and reducing unemployment, although not enough to be equal with national levels. In February 2020, the last whole month before Lockdown, the number of claimants had reduced to 3.3% of the working age population; 5095 individuals. The impact of Covid- 19 has, however increased the number of claimants and in October 21 there were 7580 claiming out of work benefits, 5% of the population . This was lower than the regional figure (5.1 %) but higher than the national figure (4.8%).

One of the long-standing issues in Barnsley is the high levels of people who are economically inactive, often due to ill health. For the period July 2020-June 2021, this figure was reported to be 38700 people of which 12500 stated that they wanted a job. This is significantly higher percentage at 32.2% than that of the region (19.0%) or nationally (20.7%). Far fewer people in the economically inactive cohort are students (6000).

Despite recent improvements the district still experiences the impact of structural unemployment with individuals and communities left behind. The latest figure for job density is only 64% in 2019.

We do not get up to date data from NOMIS on the breakdown of claimants on the basis of ethnicity, nor are we able to receive this from local DWP sources so we are unable to compare local performance in the same way we can compare gender, age and health.

We rely on national research that relates the barriers faced by people from an ethnic minority background and Migration Yorkshire provide a borough profile with more up to date data. <https://www.migrationyorkshire.org.uk/userfiles/attachments/pages/664/barnsleyimp-2020.pdf> Its database unfortunately doesn't give the level of unemployment, but does show that currently 7% of the population have an ethnic minority background. Many of these arrivals were new migrant workers, although a small proportion were asylum seekers.

Data: Service data / feedback

What equalities knowledge do you already know about the service/location/policy/contract?

Both of the planned projects have specific targets applied by the funder to address the barriers experienced by specific groups.

- **Gender:** Although there are more men claiming Universal Credit, 4460 men were claiming the benefit in October 21 as against 3120 women, we know this is not the full story. In Barnsley less women are working, 70.1% as against 74.1% of men so more women are economically inactive (NOMIS Jul 2020- June 2021). The persistence of traditional gender roles where women take on more of the responsibilities for child and elder care is a factor. In the Yorkshire and Humber Region, an estimated 87.6% of lone parent families were supported by the female adult (ONS Labour Force Survey 2021) To balance this the funder requires that 41% of participants on the Pathways to Success program and 48% of the Pathways to Progression (Ambition) program are female. As such ,the projects have put in place actions to both attract and support female participants, which include outreach into local communities and providing advice, guidance and referrals (where appropriate) to childcare support.

- **Disability:** Barnsley experiences high levels of disability, especially of mental health related disability. It is a significant factor in the high levels of economic inactivity and the funder has a target of supporting 28% of participants with disabilities through Pathways to Success and 9% on Pathways to Progression (Ambition). The projects both include specific support for people with disabilities, with Pathways to Success having support from the BMBC Able employment and volunteering team. Unemployment itself creates mental health issues and having good work facilitates better health across the board.
- **People from Ethnic Minority Communities:** Despite Barnsley having a far lower proportion of people from ethnic minority communities, national data demonstrates that individuals can face significant labour market disadvantage. The funder's target is 10% of participants are supported from Ethnic Minority communities on Pathways to Success and 11% on Pathways to progression (Ambition).. Good English, Maths and Digital skills are now pre-requisites to gaining employment and the projects both include support for ESOL to address this. Support around employability and careers advice supports people to fully understand their rights and responsibilities in employment.
- **People of 50 and over:** Only 3.2% of working age people of 50 and over claim Universal Credit, but 9.4% of people who are economically inactive (not working and not claiming a working age benefit) are retired (NOMIS Jul 2020-June 2021). This indicates that a large number of people of that age give up looking for work. Research shows that it is far harder for someone of 50 and over to re-enter the labour market with one-third of unemployed people over 50 have been out of work for at least a year while one in five have been out of work for at least two years (A Hill 2021, Guardian Labs) The funders have provided a target of supporting 16% of participants aged 50 and over . The inclusion of Digital Skills support is of particular importance for this age group as a report by the Centre for Aging Better (2021) reported that 17% of respondents cited a lack of skills and a lack of support was the main barrier to using the internet use. As such, participants in this group will be actively encouraged to undertake a digital skills assessment and complete training with a local provider to enable them to access information and support digitally.

ESF funded projects are required to carry out the Public Sector Equality Duty and each has its own equality and diversity plan which lays out in detail the actions the project will take to fulfil that duty and proactively promote equitable access.

Barnsley Council priorities: Barnsley Council has vulnerable groups which it has a special responsibility to support. This includes Care-leavers and people with a Lifelong Learning Difficulty or Disability. It utilises internal data to monitor its performance and has dedicated support embedded into both the projects.

Pathways to Success is open to all unemployed or economically inactive people who meet the criteria (aged over 19 years, right to work in the UK and live in the South Yorkshire Area). As such its equality targets mirror those set out by the funders.

Pathways to Progression is specifically targeted at young people aged from 15 years who require additional support to help them transition into a positive destination. The project has previously supported people who are least likely to access support through mainstream routes or provision, including people at risk of becoming NEET, care experienced and young people with an EHCP.

Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

No previous EIA has been done for both programs.

Data: Formal consultation

What information has been gathered from formal consultation?

Both projects are extensions of original projects approved by Cabinet in 2019. Consultation to access the ongoing needs of residents and shape the activities of projects has been undertaken through the following:

- More and Better Jobs Taskforce - a multi-disciplinary and multi-agency group who support the implementation of the Employment and Skills Plan "More and Better Jobs". This helps us to develop priorities for projects through formal meetings and workshops. It is comprised of stakeholders from business, education, the third sector and support services.
- Local Implementation Board - is part of the Early Help Delivery Group (Adults). In addition to formal reporting to this group we also host regular wider network workshops which are attended by organisations working to directly support organisations working with local people. These workshops help us to understand the needs of local people and shape the activities within our projects

Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

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Protected characteristic	Negative ' - '	Positive ' + '	No impact	Don't know	Details
Sex		+			The projects will support women to gain employment and skills with inbuilt support to address common barriers and the marketing approach will include outreach into community settings. There are set gender targets.
Age		+			The projects have targets for participants of 50+. Research shows this group faces greater difficulty in getting back into employment after redundancy. The project model has specific support to address 2 common barriers, helping to identify transferable skills and adapt to new sectors and supporting digital skill attainment.
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People, invisible illness, Mental Health etc</i>		+			The projects have targets to engage with people with a disability and the Able team provides support to a people with lifelong learning disabilities. Both projects will maximise the ability for people with a disability to participate through a range of support tailored to the individual
Race		+			The projects have specific targets to support people from an ethnic minority community and will support the acquisition of English for those who require it.
Religion & Belief				*	We have no data to assess the local need and impact in relation to employment and skills. However, as the project provide personalised support as required by the individual, if this issue is highlighted by the individual it will be addressed by the team as part of a holistic approach
Sexual orientation				*	We have no data to assess the local need and impact in relation to employment and skills. However, as the project provide personalised support as required by the individual, if this issue is highlighted by the individual it will be addressed by the team as part of a holistic approach
Gender Reassignment				*	We have no data to assess the local need and impact in relation to employment and skills. However, as the project provide personalised support as required by the individual, if this issue is highlighted by the individual it will be addressed by the team as part of a holistic approach
Marriage / civil partnership				*	We have no data to assess the local need and impact in relation to employment and skills. However, as the project provide personalised support as required by the individual, if this

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					issue is highlighted by the individual it will be addressed by the team as part of a holistic approach
Pregnancy / maternity				*	We have no data to assess the local need and impact in relation to employment and skills. However, as the project provide personalised support as required by the individual, if this issue is highlighted by the individual it will be addressed by the team as part of a holistic approach. Part of the overall package would be to identify childcare provision for mothers post pregnancy

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services		x			This is embedded in all our provision as one of our priority groups to support into work. However, we lack robust data to monitor the need and impact
Lower socio-economic		x			This is a key group for the support of this project which we monitor through the proxy figures of unemployed and economically inactive.
Young people Not in Education Employment or Training (NEETS)		x			This is embedded in all our provision as one of our priority groups to support into work. However, we lack robust data to monitor the need and impact

Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at)

If not, move to Stage 7.

Please use the action plan at Stage 7 to document steps that need to be taken to ensure the new service complies with the Equality Act duty to provide reasonable adjustments for disabled people.

The proposal will meet the minimum access standards.
 The proposal will not meet the minimum access standards. –provide rationale below.

Stage 7 – Action plan

To improve your knowledge about the equality impact . . .

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Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
Equality data is monitored on a quarterly basis and reported to the Steering Group	Carol Booth	April 2022 and quarterly

To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date
To be determined		

To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take:	Lead Officer	Completion date

Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

Summary of equality impact	Both projects proposed aim to address challenges and promote equality, diversity and social inclusion. Each project has its own Equality and Diversity
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Plan which will be monitored on a quarterly basis. They will have a positive impact on people with protected characteristics. Results from the projects so far indicate that support is being provided to participants within different groups, with both disabled and participants from an ethnic minority background moving into employment.

Both projects contribute to poverty reduction by supporting people into sustained employment and promoting in work progression. Support for budgeting and debt advice is available within both projects.

Pathways to Success includes specific provision to support those with health barriers, notably LLDD to gain employment. . Both projects contribute to the More and Better Jobs priorities of Getting Ready for Work, Getting Into Work and Getting On (and Staying In) Work which are strongly aligned to supporting health and wellbeing.

Summary of next steps	Projects to be reviewed on a quarterly basis from implementation and under-performance addressed
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Signature (officer responsible for EIA) Date	<i>Carol Booth</i>
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Stage 9 – Assessment Review

What information did you obtain and what does that tell us about equality of outcomes for different groups?
<p>Pathways to Success: The latest performance data (November 21) indicates that 336 individuals have been supported on program. Of these 57 (17%) were over 50 years of age on entering the program. 130 (38.6%) individuals disclosed a disability. Only 24 (7%) were from an ethnic minority background. These figures are lower than expected, especially for people from an ethnic minority, but may be due to the lower number of referrals to the program during the Covid-19 pandemic.</p> <p>A total of 9 (16%) people with a disability entered employment after support from the program, whilst 38 % (9) of the participants from an ethnic minority background moved into employment. From the 50 and above age group, a total of 16 participants entered employment, this equating to 12% of the total cohort.</p>

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Pathways to Progression (Ambition)

The latest performance data (November 21) indicates that 293 participants have been supported on the program. Of these, 68 (23%) disclosed a disability and 7 (2%) were from an ethnic minority background. This is lower than anticipated but there had been reduced opportunities for TAIG advisors to go into schools to limit the spread of Covid-19.

For both projects, data on the male to female participant split was not reported