

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Employment Support Innovation Fund
Directorate and Service Area	People, Employment, Skills and Learning
Name of Lead Officer	Paul Gaunt, Employment Support Manager

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

The DWP funded “Employment Support Innovation Programme” was awarded to the three West of England Combined Authority local authorities and Bristol City Council led on the development of the bid, drawing upon best practice from the successful HYPE West, Care Leaver, Ways2Work and Work Zone projects, which created a highly effective model for helping both unemployed individuals and those who are in insecure or low paid employment.

The programme will work with 1500 individuals who are employed, in receipt of in work benefits including people living in social housing or in temporary accommodation through working in partnership with the Council’s Employment Support, Housing and Temporary Accommodation Teams as well as the City’s Social Landlords and 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.

The programme will play a part in helping Bristol meet its budget challenge by meeting the target of 40%, (600) participants achieving a sustained reduction in their benefit claims for WTC, Universal Credit, Housing Benefit and Child Tax Credits”. This will have the effect of reducing Council Tax Reduction and Housing Benefit claimants as well as a reduction in the level of rent arrears.

## Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Use the Source documentation & list out as per example

There are many employed residents in the City who are dependent upon in work benefits to “get by”. The Employment Support Innovation Fund Programme specifically targets people who are:

- Aged 19 or over.
- In full-time or part-time paid employment.
- On entry into the Programme, claiming in work 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, including those from protected characteristic groups.

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:

- 2011 Census
- [Housing Delivery – Equalities Digest 2015](#)
- [Population of Bristol Analysis 2017](#)
- BCC Housing Benefit data
- Housing Association data
- Employment Support Team data
- Stat Explore and Nomis data – Government statistics

Consultation has been undertaken with social landlords, the Council’s Housing and Temporary Accommodation teams, employers and voluntary sector organisations.

Due to gaps in data it is difficult to ascertain the protected characteristics of all potential programme participants. In Bristol:

There are 27,478 local authority owned dwelling and 8213 owned by social landlords.  
There are 4509 households claiming housing benefit who are living in social accommodation.

The Council is by far the largest Social Landlord in Bristol. Headline data, (source Housing Delivery Equalities Digest 2015) for the their housing stock is as follows:

	<b>Housing Delivery</b>	
	<b>Number of Tenants</b>	<b>%</b>
<b>Population</b>		
Males	12,273	38.54%
Females	19,746	61.46%
Total number of tenants	32,019	100.00%
<b>Age Groups</b>		
16 – 24	1,141	3.56%
25 – 44	10,610	33.14%
45 – 64	12,046	37.63%
65 – 74	3,954	12.35%
75+	3,708	11.58%
Unknown	560	1.75%
<b>Ethnic Group</b>		
White British	23,775	74.25%
White Other	1,158	3.62%
BME	5,335	16.66%
Unknown	1,751	5.47%
<b>Disability</b>		
Disabled	6,522	20.37%
Mobility Problems	4,330	13.52%
Long Term Illness	4,255	13.29%

	Housing Delivery	
	Number of Tenants	%
<b>Religion</b>		
Christian	12,245	38.24%
Buddhist	104	0.32%
Hindu	41	0.13%
Jewish	20	0.06%
Muslim	2,231	6.97%
Sikh	44	0.14%
Other religion	686	2.14%
No religion	9,509	29.70%
Prefer not to say	598	1.87%
Unknown	6,541	20.43%
<b>Sexual Orientation</b>		
Lesbian/Gay/Bisexual	460	1.44%
Heterosexual	23,109	72.17%
Other	148	0.46%
Prefer not to Say	2,379	7.43%
Unknown	5,923	18.50%
<b>Transgender</b>	35	0.11%

## 2.2 Who is missing? Are there any gaps in the data?

We are unable to collect data on pregnancy / maternity, despite trying a number of sources. Therefore we would welcome the advice of the Equalities Team on how to gather this information.

As the majority of the people in this demographic group will be in various stages of preparing for and taking a temporary break from the labour market and therefore will not be eligible for the programme. We will investigate ways in which we can obtain the data to enable us to target them so that when they return to the labour market, the Employment Support Innovation Fund can support them.

### 2.3 How have we involved, or will we involve, communities and groups that could be affected?

Through delivering a number of successful such as the national award winning HYPE West and Ways2Work programmes, we have developed the WorkZone model in collaboration and consultation with individuals, communities, groups and Government agencies. This track record and delivery model underpinned the original bid to DWP, which resulted in £4m of funding being awarded over a two year period to deliver the programme across the West of England Combined Authority area.

### Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

#### 3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

No – We have developed a fully inclusive delivery model which underpins the Employment Support Innovation Programme which extends beyond the boundaries of this project and enables us to “plug in” this funding into a significantly wider offer which can uniquely support people with protected characteristics.

#### 3.2 Can these impacts be mitigated or justified? If so, how?

Not applicable

#### 3.3 Does the proposal create any benefits for people with protected characteristics?

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.

Through building a successful track record of winning and delivering nationally funded programmes such as the Employment Support Innovation Fund and HYPE West, Bristol City Council is now leading on the creation of an “ESF Call” to create a £6m European Social Fund Programme to directly support people with learning difficulties into employment across the West of England.

#### 3.4 Can they be maximised? If so, how?

The successful delivery of programmes such as the Employment Support Innovation fund will enhance the reputation of Bristol City Council in delivering employment support services to people with protected characteristics and will enable us to lead on and bid for further externally funded support to enhance the programmes we currently offer.

## Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

### 4.1 How has the equality impact assessment informed or changed the proposal?

Feedback through consultation with stakeholders, citizens and service users, has been considered in this EIA and we have amended our proposal in light of this feedback.

### 4.2 What actions have been identified going forward?

When the decision to progress the programme is agreed, focus will move to refining and implementing delivery plan to achieve the strategic aims of the programme.

Consultation highlighted the need for better communication and ongoing community engagement with the programme. Therefore we will explore ways of making the programme more accessible through working with our stakeholders, delivery partners, employers, social landlords, housing and temporary accommodation teams and will further involve citizens in the development of the delivery plan and monitoring of its progress.

### 4.3 How will the impact of your proposal and actions be measured moving forward?

The actions and outcomes identified in the Employment Support Innovation Programme, 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 quarterly formal review of the delivery plan and subsequent strategies.

Service Director Sign-Off:	Equalities Officer Sign Off:
Date:	Date: