

Equality Impact Assessment [version 2.9]



Title: Future Bright Plus	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: People	Lead Officer name: Paul Gaunt
Service Area: Employment, Skills and Learning	Lead Officer role: Employment Support Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The original three-year DWP funded Future Bright funding was awarded to the West of England Combined Authority (WECA). Bristol City Council led on the development of the bid, drawing upon best practice from the successful HYPE West programme to create a highly effective model that will help individuals who are in low paid and insecure employment to achieve successful in-work progression. During the original phase of Future Bright, the BCC team of Career Progression Coaches received 1,815 referrals from a variety of sources and developed 1,416 action plans with individuals to support them in developing their careers and increasing their income.

Due to the success of the programme, the West of England Combined Authority has agreed to fund a second phase of Future Bright and has awarded BCC a further grant of £1,540,000 over a three-year period.

The programme will enable Bristol City Council and partner providers to fulfil Mayoral social mobility commitments by working with 2,000 individuals who are employed, in receipt of in work benefits, including residents living in social housing or in temporary accommodation. The Council's Employment Support Team will continue their joint delivery plan with the Housing and Temporary Accommodation Teams as well as the City's Social Landlords, VCS organisations and employers. Future Bright Plus 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 see 750 participants have improvement in tangible work outcomes leading to a reduction in their benefit claims for WTC, Universal Credit, Housing Benefit and Child Tax Credits. This will potentially have the effect of reducing Council Tax Reduction and Housing Benefit claimants as well as a reduction in the level of rent arrears.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
---	---	---

<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations
Additional comments:	

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
--	------------------------------------	-----------------

The Future Bright Plus programme will work with 2,000 employed individuals who are dependent upon in work benefits to get by. By working with and supporting them to increase their skills and employment opportunities, it will lead to improved direct impacts of a greater quality of life and better standard of living together with the indirect outcomes of improved health and education.

Step 2: What information do we have?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and Stress Risk Assessment Form

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<ul style="list-style-type: none"> • Census 2011 - bristol.gov.uk • Bristol Key Facts 2021 • BCC Housing Benefit data • Housing Association data • Employment Support Team data • Labour Market Profile - Nomis - Official Labour Market Statistics (nomisweb.co.uk) 	<p>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 different equalities groups.</p>

Evidence shows there are many disparities in employment opportunities for the Bristol citizens based on their protected characteristics - see Section 3 below.

Quality of Life 2020-21 — Open Data Bristol

Characteristic	% satisfied with adult learning opportunities	% who know where to get information, advice and guidance about employment and training	% With no formal qualification
16 to 24 years	28.9	49.2	2.2
50 years and older	30.6	71.2	18.9
65 years and older	33.7	77.5	30.0
Female	30.2	66.6	7.9
Male	23.3	64.1	7.0
Disabled	24.6	66.6	23.0
Black Asian & Minority Ethnic	23.0	61.5	5.2
White Minority Ethnic	26.3	68.2	2.0
White British	27.4	64.9	8.8
Asian/Asian British	28.5	57.1	5.0
Black/Black British	16.5	70.8	12.7
Mixed Ethnicity	16.7	61.9	0.6
White	27.3	65.4	7.9
Lesbian Gay or Bisexual	28.7	65.6	5.0
No Religion or Faith	25.4	65.0	3.8
Christian Religion	28.8	66.3	14.2
Other Religions	32.9	62.7	11.4
Carer	30.4	66.7	7.2
Full Time Carer	24.7	58.2	14.6
Part Time Carer	32.3	69.1	4.8
Single Parent	25.6	63.8	7.8
Two Parent	24.5	68.7	3.1
Parent (all)	24.7	68.1	3.7
No Qualifications	27.7	55.2	100.0
Non-Degree Qualified	22.5	61.4	0.0
Degree Qualified	28.4	67.1	0.0
Rented (Council)	27.0	66.0	31.6
Rented (HA)	24.3	62.3	13.7
Rented (Private)	25.5	59.8	2.7
Owner Occupier	27.3	66.8	6.8
Most Deprived 10%	19.9	64.1	15.7
Bristol Average	26.7	65.0	7.6

Source: Quality of Life in Bristol 2020-21

The 2017 Runnymede Report “Bristol - a city divided?”¹

- Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in employment and this is particularly so for Black African people.
- Bristol was ranked 55th for employment inequality between White British and ethnic minorities.
- People from Black African, Other, and Black Caribbean groups had persistently high levels of unemployment.

¹ <https://www.runnymedetrust.org/uploads/CoDE%20Briefing%20Bristol%20v2.pdf>

- Almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people.

The Future Bright external evaluation report commissioned by the West of England Local Authority takes programme participant data from participants across the three participating local authority areas from the start of the programme to September 2020.

	BANES		Bristol		South Glos.		Total	
Gender								
Female	334	62%	723	65%	244	69%	1301	65%
Male	181	34%	318	28%	105	30%	604	30%
Other	0	0%	4	0.4%	1	0.3%	5	0.2%
Unknown	24	4%	71	6%	5	1%	100	5%
Totals	539	100%	1,116	100%	355	100%	2,010	100%
Ethnicity								
Asian/Asian British	1	0%	44	4%	13	4%	58	3%
Black/African/ Caribbean/ Black British	24	4%	224	20%	21	6%	269	13%
Mixed/multiple ethnic groups	20	4%	52	5%	8	2%	80	4%
Other	18	3%	57	5%	4	1%	79	4%
White	446	83%	644	58%	298	84%	1,388	69%
Unknown	30	6%	95	9%	11	3%	136	7%
Totals	539	100%	1,116	100%	355	100%	2010	100%
English second language	52	10%	211	19%	46	13%	309	15%
Other Characteristics								
Disabled	54	10%	92	8%	40	11%	186	9%
Diagnosis of Autism Spectrum Disorder (ASD)	12	2%	16	1%	7	2%	35	2%
Learning difficulty	66	12%	117	10%	54	15%	237	12%
Mental health condition	174	32%	232	21%	127	36%	533	27%
Impacted by drugs or alcohol	29	5%	46	4%	11	3%	86	4%
Ex-offender	17	3%	33	3%	19	5%	69	3%
Caring Responsibilities								
Sole carer	172	32%	387	35%	152	43%	711	35%
Responsibility for children	305	57%	657	59%	248	70%	1,210	60%
Number of children	551	-	1,247	-	457	-	2,255	-
Average number of children	1.8	-	1.9	-	1.8	-	1.9	-

Care leaver	17	3%	24	2%	14	4%	55	3%
Carer	42	8%	75	7%	32	9%	149	7%

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not have reliable data on pregnancy / maternity and people in this demographic group (i.e. pregnancy and first 6 months of maternity) are more likely to be in various stages of preparing for and taking a temporary break from the labour market. There is also a lack of national and local data on Trans people and gender reassignment. We will investigate ways in which we can obtain better data on Pregnancy and Maternity to inform targeting for those returning to the labour market.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Consultation has been undertaken with social landlords, the Council's Housing and Temporary Accommodation teams, employers and voluntary sector organisations. Through delivering the original Future Bright programme as well as other successful projects such as the national award-winning HYPE West and Ways2Work programmes, we have developed the Future Bright Plus model in collaboration and consultation with individuals, communities, groups and Government agencies.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

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.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
We have developed a fully inclusive delivery model which underpins the Future Bright Plus 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. Whilst we have not identified negative impacts from the proposal we are aware of existing disparities which we will aim to address through inclusive service delivery.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Young people are less likely to know where to get information, advice and guidance about employment and training
Mitigations:	As above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Older people are less likely to have formal qualifications and may be less likely to be confident using digital services.
Mitigations:	As above
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled people are less likely to have formal qualification or be satisfied with learning opportunities. They are also likely to face additional barriers to employment and require reasonable adjustments
Mitigations:	As above
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Women experience systemic barriers to employment e.g. more likely to take the burden of caring responsibilities, and most employees still have a gender pay gap.
Mitigations:	As above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Women are more likely to require additional support when returning to job market after a career break from pregnancy/ maternity
Mitigations:	As above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people.

Mitigations:	See above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People from some faith groups are less likely to have formal qualifications
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People in Bristol living in the 10% most deprived areas are less likely to be satisfied with adult learning opportunities or have formal qualifications
Mitigations:	See above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers are likely to face additional barriers to employment and career development because of their caring responsibilities.
Mitigations:	
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

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 have built a successful track record of winning and delivering nationally funded programmes. We recently secured a £4.5m package of funding from ESF, WECA and local authorities to lead and manage a programme to deliver specialist employment support services for people with learning difficulties across the West of England as well as £75,000 from DWP to support the City's rough sleepers into employment and to access housing, benefit advice and healthcare.

Step 4: Impact

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

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

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.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

The Future Bright Plus programme will work with 2000 employed individuals who are dependent upon in work benefits to get by. By working with and supporting them to increase their skills and employment opportunities, it will lead to improved direct impacts of a greater quality of life and better standard of living together with the indirect outcomes of improved health and education.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
The actions and outcomes identified in the Future Bright Plus 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.	Paul Gaunt	Ongoing
Performance targets and monitoring against Equalities groups will feed into the quarterly formal review of the delivery plan and subsequent strategies	Paul Gaunt	Ongoing

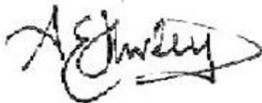
4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Regular reviewing of performance targets and monitoring against Equalities groups will feed into the quarterly formal review of the delivery plan and subsequent strategies. We will continue to monitor our equalities data and work with the Council’s Equalities team to ensure the programme is representative of the City’s demographic representation.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director².

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 11/6/2021	Date: 12 th May 2021

² Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.