

# Equality Impact Assessment [version 2.12]



Title: Future Bright Plus – Phase 3 Extension	
<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 type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Children and Education	Lead Officer name: Paul Gaunt
Service Area: Employment, Skills and Lifelong 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.

To seek approval from Bristol City Council's Cabinet to accept and spend funding in relation to the Future Bright Phase 3 Grant from April 2024 – March 2025, to extend and enhance the delivery of an established programme. We are currently working with the West of England Combined Authority to secure a further three year extension to the programme from April 2025.

The intended aim of Future Bright is to support those who are in low paid, unsecure employment and dependent upon in-work benefits to get by. The intended outcome is that those supported by a Future Bright career coach will achieve improved knowledge, skills and confidence to improve their employment prospects and ultimately their household income.

The original three-year Department for Work and Pensions funded Future Bright funding was awarded to the West of England Combined Authority (WECA). Bristol City Council (BCC) led on the development of the bid, creating a highly effective model to assist individuals who are in low paid and insecure employment to achieve successful in-work progression. Due to the success of the programme, WECA funded a second phase of Future Bright and awarded BCC a further grant of £1.54m over a three-year period where the team worked with 1880 individuals of which 641 saw improvements in tangible work outcomes, 339 saw increases in income and 634 saw improvements in wellbeing.

As a result of the success of the first two phases, we have been awarded a further £600,000 through UKSPF through the West of England Combined Authority to extend the programme by an additional year to continue the programme for a period of one year from 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025.

The programme will lead to 180 participants having improvement in tangible work outcomes, leading to a reduction in their benefit claims for 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.

The council's Decision Pathway means that when BCC receive grants of over £500K, this decision has to be taken to Cabinet. There is already full agreement to proceed and the Cabinet meeting is a formality for an extension of an existing programme operating on a full cost recovery model with a redundancy pot built into the costings, making it a zero financial risk opportunity for BCC.

## 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	

## 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"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>	[please select]
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The programme will enable Bristol City Council and partner providers to fulfil Mayoral social mobility commitments by working with 400 individuals who are in low paid work, 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.

## 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: [How we measure equality and diversity \(bristol.gov.uk\)](https://www.bristol.gov.uk/what-we-do/equality-diversity)

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 \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-diversity). 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 \(sharepoint.com\)](https://www.bristol.gov.uk/what-we-do/equality-diversity) 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](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<a href="#">2021 Census</a>	<p>53% of women work full time compared to 70% of men</p> <p>The proportion of men in manager, director and senior official roles is 12% compared to 8% women. The proportion of people in these senior roles varies according to ethnic origin – e.g. 4% people identifying as Black/Black British African compared to 12% Asian or Asian British Chinese and 11% White British</p> <p>18% of Disabled people 16-64 have no formal qualification compared to 9% of Non-Disabled people.</p> <p>Qualification levels vary significantly between different ethnic groups – for example: those people identifying as white gypsy or Irish traveller (27%), white Roma (22%), Bangladeshi (21%) and Black/Black British African (21%) have the highest reported ‘no qualifications’ and White Irish (63%), Asian/Asian British Chinese (59%), Indian (55%) report Level 4 qualifications and above.</p> <p>This data underlines the on-going critical need for positive action BCC’s Employment, Skills and Learning Team’s programmes and services. This includes in work progression support through the Future Bright programme so that people with protected characteristics who face a glass ceiling in employment can gain more hours, better work, improved skills/qualifications and access to higher level and higher paid roles.</p>
<a href="#">Stat Explore</a> and <a href="#">Nomis data 2023</a>	<p>There are consistently high and increasing numbers of universal credit claimants including those claiming unemployment benefits in Bristol’s most deprived wards, including: Avonmouth and Lawrence Weston; Ashley; Easton; Eastville; Filwood; Hartcliffe and Withywood; Lawrence Hill.</p> <p>This data underlines the need for Future Bright to be targeted at employees who live in neighbourhoods with the highest levels of Universal Credit claimants</p>
ONS Annual Population Survey 22/23	<p>Employment gap analysis shows that Disabled people have a -30 gap. Other equalities groups with an employment gap include lone parents, Black, Asian and minoritised communities, 50-64 year olds, women and people living in lower employment areas.</p> <p>This data underlines the need for targeted and specialist employment support programmes for all the identified equalities groups that have an employment gap due to systemic discrimination.</p>

## Additional comments

Below is the demographic data collected from Future Bright phases 1 & 2 (2018- present). This shows:

1. 2/3 of our participants are female
2. The programme broadly maps to the ethnic make up of Bristol's population, (although the data collection is not extensive)
3. Over a quarter of our service users have a mental health condition – (this is reflected in the onward referrals we make to support our clients through Counselling and NHS Talking Therapies etc
4. 11% of participants are Disabled and 15% consider themselves to have a learning difficulty – (LD information is tracked to align to our specialist WE WORK for Everyone employment support programme for people with learning difficulties
5. Nearly 3% have a formal diagnosis of autism or ADHD

Gender	%	Do you consider yourself to have a disability?	%
Female	63.4	No	87
Male	33.8	Yes	11.3
*Non Binary	1.42	Prefer not to say	0.5
Prefer not to say	0.25	Unknown	0.9
unknown	1		
Ethnic group		Do you consider yourself to have a learning difficulty?	%
Asian/Asian British (Indian, Pakistani, Bangladeshi, Chinese, Any other Asian background	6.8	No	83.5
Black/African/Caribbean/Black British	13.1	Yes	15
Mixed/multiple ethnic groups	6.2	Prefer not to say	0.65
Other	5.4	unknown	0.9
Prefer not to say	0.6		
white	66		
Unknown	1		
Do you have a mental health condition that impacts on any aspect of your life	%	Have you ever had a diagnosis of autism spectrum disorder (ASD)	%
No	70.4		
Yes	27.5	No	96.2
Prefer not to say	1	Yes	2.7
Unknown	1	Prefer not to answer	0.4
		Unknown	0.9

Existing data collected by WECA shows that there are significant gaps in its collection – (see below). It also shows that we are underrepresented in the male category whilst the ethnic group data is widely representative of the Bristol population.

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

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Age                            | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment           |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity   | <input type="checkbox"/> Race                          |
| <input 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.

Research has thrown up gaps in our current participant data which is reported by WECA.

Whilst age information is collected from clients, the data has yet been included in the monitoring report. Also, the monitoring report does not yet include a breakdown by postcode to show participation rates in the most deprived Super Output areas. Ethnicity data needs to be broadened out to ensure a "deeper dive" into more detailed ethnic groups to highlight any underrepresented communities. We do not collect data on the other protected characteristics groups.

We will work with WECA to ensure the necessary changes in the data collection and reporting are undertaken.

We are unable to collect data on pregnancy / maternity & gender reassignment, 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, Future Bright Plus can support them.

### 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.

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 a change process 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.

Through delivering the original Future Bright programme as well as other successful projects such as the national award winning Move On, Move In, Move Up rough sleeper programme, the WE WORK for Everyone Learning difficulty employment support programme and other specialist employment support programmes, we have developed the Future Bright Phase 3s model in collaboration and consultation with:

- Individuals through delivering the service, customer feedback forms and two external evaluations of each phase of the programme.
- Individuals and Communities – Though three Community conversations held in September 2023 in Barton Hill, Southmead and Hartcliffe where we jointly facilitated sessions with the Council's community Engagement Team to inform the wider Employment, Skills and Learning strategy for the City. Each event was attended by an average of 20 people per session
- We hold quarterly strategic meetings with a City Leaders Group comprising representation from agencies including DWP, the Probation Service, Public Health, the West of England Combined Authority, the City of Bristol College to focus on the emerging employment and skills related needs of the City.

Feedback from the above has been incorporated into our Future Bright Phase 3 delivery plan.

## 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.

As part of the development of the Employment and Skills Plan for Bristol, we recently undertook wide number of consultations including surveys with funders, stakeholders, employers, VCS organisations and three Community Conversations in September 2023 with groups of individuals drawn from the very communities that we wish to engage. The Community Conversations were held in South, North and East / Central Bristol and were facilitated by the Community Development Team. Each had an average of 20 attendees at each session. We will seek to continue these conversations and consultations on an annual basis, (in September each year), within the wider Employment, Skills and Learning Team in inform current and future work.

## 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 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.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
We have already received notification that we are to be offered £600,000 in a fully costed agreement to continue the Future Bright Programme for a further year from April. This will build upon the previous 6 six years of continued programme delivery.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Positive impact: Increased opportunities for young people to transition from low-paid or insecure jobs to better employment, leading to greater financial stability and career prospects.</li> <li>Potential issue: Young people may face challenges in balancing work with education or training commitments, potentially impacting their academic progress or personal development.</li> </ul>
Mitigations:	Ensure flexible scheduling options or access to educational resources to support young participants in the programme.
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>Positive impact: Older individuals in low-paid or insecure jobs may benefit from upskilling opportunities, leading to improved job security and income.</li> <li>Potential issue: Older participants may encounter barriers related to technology adoption or physical limitations that could affect their ability to engage fully in training or new work environments.</li> </ul>
Mitigations:	Provide tailored support such as technology training or accommodations for physical limitations to enhance participation and success rates among older individuals.

<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: The programme can help Disabled people to gain skills and access better employment opportunities, promoting inclusion and economic independence.</li> <li>• Potential issue: Accessibility barriers in training or workplace environments may hinder full participation for Disabled people, leading to unequal outcomes.</li> </ul>
Mitigations:	Ensure all training materials, marketing literature and meeting, training & workplace places are accessible, provide reasonable adjustments to the programme's delivery, and offer Disability awareness training to employers.
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Both men and women in low-paid or insecure jobs can benefit from the programme, leading to gender equity in employment opportunities and income.</li> <li>• Potential issue: Gender biases or stereotypes may influence job placement or advancement opportunities, affecting the career trajectories of participants.</li> </ul>
Mitigations:	As 34% of our past and current participants are male, we will actively market Future Bright Phase 3 towards them to increase the take up of the programme by men.  We shall also implement gender-sensitive policies and practices to promote equal treatment and opportunities for all participants regardless of sex.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: LGBTQ+ individuals in low-paid or insecure jobs may experience improved job satisfaction and acceptance in more inclusive workplaces facilitated by the programme.</li> <li>• Potential issue: Discrimination or harassment based on sexual orientation could create hostile work environments, impacting the well-being and retention of LGBTQ+ participants.</li> </ul>
Mitigations:	Offer diversity and inclusion training to employers, establish clear anti-discrimination policies, and provide support networks for LGBTQ+ participants.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Pregnant individuals or new parents in low-paid or insecure jobs can access support to balance work and caregiving responsibilities, potentially reducing financial strain and promoting family well-being.</li> <li>• Potential issue: Discrimination or lack of accommodations for pregnant individuals or new parents in the workplace may hinder their ability to fully participate or advance in their careers.</li> </ul>
Mitigations:	Educate employers on their legal obligations regarding maternity rights, provide resources for parental leave policies and childcare support, and offer flexible work arrangements.
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Transgender and non-binary individuals may find greater acceptance and support in workplaces as a result of the programme, leading to improved job satisfaction and retention.</li> <li>• Potential issue: Discrimination or lack of understanding about gender identity issues could lead to workplace harassment or exclusion, negatively impacting the mental health and productivity of participants.</li> </ul>
Mitigations:	Implement inclusive policies and training to foster a supportive environment, provide resources for gender transition support, and address any instances of discrimination promptly.
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	<p>The current and past Future Bright participant demographic is broadly aligned to the demographics of the working age residents of Bristol.</p> <ul style="list-style-type: none"> <li>• Positive impact: Participants from ethnically diverse backgrounds can benefit from improved access to better jobs and skills training, contributing to greater racial equity in the workforce.</li> <li>• Potential issue: Systemic racism or biases in hiring and promotion practices may limit the career advancement opportunities of racial minority participants.</li> </ul>
Mitigations:	Implement anti-racism training for employers, promote diverse recruitment practices, and establish mentorship programs to support career progression for racial minority participants.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Individuals from diverse religious or belief backgrounds can access support to overcome barriers in the workplace and pursue career advancement opportunities without facing discrimination.</li> <li>• Potential issue: Religious discrimination or lack of accommodation for religious practices may create a hostile work environment, leading to stress and disengagement among participants.</li> </ul>
Mitigations:	Educate employers on religious accommodation rights, foster a culture of respect for diverse beliefs, and provide resources for religious sensitivity training.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Participants in marriages or civil partnerships may benefit from increased household income and stability as a result of better job opportunities facilitated by the programme.</li> <li>• Potential issue: Gender norms or biases related to marital status may influence job placement decisions or opportunities for advancement, affecting the career trajectories of participants.</li> </ul>
Mitigations:	Mitigations: Ensure equal treatment and opportunities for all participants regardless of marital status, challenge stereotypes through education and awareness initiatives, and promote work-life balance policies.
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Individuals from socioeconomically deprived backgrounds can access support to break the cycle of poverty by gaining skills and securing better employment, leading to improved financial well-being for themselves and their families.</li> <li>• Potential issue: Persistent structural inequalities may limit the job opportunities available to participants from deprived backgrounds, exacerbating socioeconomic disparities.</li> </ul>
Mitigations:	Provide targeted support and resources for participants facing multiple barriers, collaborate with community organizations to address systemic issues, and advocate for policies that promote economic inclusion.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> <li>• Positive impact: Carers juggling caregiving responsibilities with low-paid or insecure jobs can benefit from support services to achieve a better work-life balance and access opportunities for career advancement.</li> <li>• Potential issue: Lack of flexibility or understanding from employers regarding caregiving responsibilities may lead to conflicts between work and caregiving duties, impacting the well-being and job stability of carer participants.</li> </ul>



Mitigations:	Advocate for flexible work arrangements and employer policies that support carers, provide access to respite care or support networks, and raise awareness about the value of caregiving responsibilities in the workplace.
<b>Other groups</b> [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	Asylum seekers and refugees, care-experienced individuals, homeless individuals, armed forces personnel, and veterans may face unique barriers in accessing and maintaining employment due to their specific circumstances.
Mitigations:	Tailor support services to address the unique needs of each group, provide culturally sensitive and trauma-informed support, collaborate with relevant agencies and organisations to ensure holistic support, and advocate for policies that remove barriers to employment for these groups.

### 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 Future Bright project is aimed at assisting individuals on low incomes to secure better jobs and develop essential skills presents a multifaceted approach to fulfilling the Public Sector Equality Duty.

Firstly, by targeting individuals from low-income backgrounds, the project directly addresses the duty to eliminate unlawful discrimination for a protected group, such as those facing socioeconomic challenges. By providing tailored support, including training, mentoring, and access to job opportunities, the project seeks to level the playing field and mitigate systemic barriers that hinder career progression for this group.

Moreover, the initiative promotes equality of opportunity by bridging the gap between individuals with different socioeconomic backgrounds. By equipping participants with marketable skills and facilitating their entry into higher-paying jobs, the project empowers them to compete on equal footing with their more advantaged counterparts. This advancement of equality of opportunity not only benefits the individuals directly involved but also contributes to a more equitable society overall.

Furthermore, fostering good relations between individuals from diverse backgrounds is intrinsic to the project's ethos. By offering support and guidance to individuals from low-income backgrounds, the initiative cultivates empathy and understanding among participants, irrespective of their socioeconomic status.

Through collaborative efforts and shared experiences, the project nurtures a sense of solidarity and mutual respect, thus fostering positive relations between individuals who share a protected characteristic and those who do not. Maximising the benefits of the Future Bright programme entails comprehensive outreach efforts to ensure inclusivity, culturally sensitive support mechanisms, and ongoing evaluation to address emerging needs and challenges effectively.

By implementing these strategies, the project can effectively contribute to fulfilling the Public Sector Equality Duty while creating tangible pathways for socioeconomic advancement and social cohesion within the community.

## 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 Phase 3 programme will work with a minimum of 600 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
Collaborate with WECA to implement improvements in the collection and reporting of protected characteristic data	Head of Service / Employment Support Manager / Programme Manager	April 2024
The actions and outcomes identified in the Future Bright Phase 3 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.	Programme Manager	Ongoing
Performance targets and monitoring against Equalities groups will feed into the quarterly formal review of the delivery plan and subsequent strategies	Programme Manager	Ongoing

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

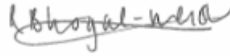
How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

The actions and outcomes identified in the Future Bright Phase 3 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

## 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 Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b> 
Date: 19/02/2024	Date: 21/2/24

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<sup>1</sup> 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.