

Equality Impact Assessment [version 2.12]



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| Title: WorkWell Partnership 2024 | |
| <input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state] | <input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input 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.

The purpose of this EQIA is to support the Cabinet decision to seek approval to hold detailed bid negotiations with the NHS Integrated Care Board and DWP to become a Vanguard Programme for the Government's Work Well Partnership Programme across Bristol, North Somerset and South Gloucestershire areas.

The WorkWell Partnerships Programme was announced in the 2023 Budget and will pilot a new model in England for delivering integrated work and health support in 15 local Pilot areas, (known as "Vanguards"), linking jobcentres, health services and other local organisations to provide wraparound health support for jobseekers, those who draw upon benefit support and those at risk of falling out of work because of their health condition.

The Council's Employment Support Team was approached by the Bristol, North Somerset and South Gloucestershire Integrated Care Board, (BNSSG) to submit a joint funding application, (lead by BNSSG) and, should we be successful, to lead on the employment support element of the proposed programme. WorkWell will run from September 2024 to March 2025.

The BNSSG area has a working age population of 1,538,862 (ONS, 2022). In the 22/23 financial year, 192,751 fit notes were written in the 22/23 financial year. 5.9% (circa 9637) of these individuals were identified as "may be fit for work". This number has remained relatively stable over the 22/23 and 21/22 financial years.

Furthermore, 32.8% of fit notes were awarded for a duration of 5 to 12 weeks, the highest of all identified durations.

The most prevalent diagnosis was Mental Health Disorder followed by musculoskeletal, diseases of the respiratory system, symptoms signs and abnormal clinical / laboratory findings, injury, poisoning and certain other consequences of external causes.

62,900 individuals within Bristol are economically inactive, at 19.4% of the population, this is higher than the Southwest average but lower than the national average. The percentage of individuals economically inactive due to Long-term sickness (26.7%) is higher than both the southwest (25%) and national percentages (26.6%)

The BNSSG Work Well Project will be targeted within specific localities within Local Authority areas. The localities have been selected due to their level of health and Disability deprivation together with life expectancy.

Economic inactivity due to long-term sickness was higher than both the national and Southwest average in two of the 3 Local Authorities covered by the BNSSG ICS. While the project will cover the 3 Local Authority areas, the majority of resources will be focused on North Somerset and Bristol due to the higher levels of inactivity, "fit notes" and population density.

In Bristol, the focus of the programme will be on the Bishopsworth, Stockwood, Easton and Horfield areas due to the high levels of Fit Notes issued by General Practitioners within the localities, with an initial focus on individuals being provided with their first or second fit note due to mental health reasons.

On a quarterly basis, the steering group will expand the Work Well provision to include Musculoskeletal (Q2), respiratory system (Q3), and injury, poisoning and certain other consequences of external causes (Q4). During quarter 3, the Steering Group will look to expand the provision to other areas of the BNSSG region, which will be identified through consultation and collaboration with all BNSSG ICS locality partners.

1.2 Who will the proposal have the potential to affect?

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

There are three elements to the WorkWell Partnership that will have the potential to positively change the quality of life, health and standard of living of Bristol residents with health conditions:

1. Employment Support:

The programme will enable Bristol City Council and partner providers to fulfil Mayoral social mobility commitments by working with 1500 Bristol based individuals who are either unemployed or at risk of losing their jobs through health conditions. The Council's Employment Support Team will deliver the employment support element of the programme, working in partnership with health providers such as GP's, social prescribers and the DWP.

2. Joining up the system

As the WorkWell Partnership progresses, we shall work on strategically and operationally joining up Work and Health provision and support within the footprint of our local Vanguard Pilot area.

3. Development of Best Practice

We shall work alongside the other 14 WorkWell Partnership Vanguard areas to identify, learn and share best practice in supporting people with health conditions to return or remain in paid employment.

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/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/data-statistics-intelligence). 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/hr-analytics-power-bi-reports) 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 |
|---|--|
| LKIS Small and Medium Enterprises (SME) Health Report | PowerBi dashboard that focusses on the reasons and levels of sickness and absenteeism caused by condition in the region's small to medium sized businesses. This shows that the main causes are mental health, (12%) and muscular skeltol conditions, (15.6%) |
| NHS England. Fit notes issued by GP practices | PowerBi dashboard offering a range of data metrics looking at Fit Notes issued by GP's, which can be filtered to show region, Integrated Dare Board, (ICB), and sub-ICB location data. The Health Deprivation and Disability Domain data for Bristol indicates that the South, Inner City, and North Bristol locality areas are hotspots areas for the authority. Within these areas, Bishopsworth, Easton, Horfield, Hartcliffe and Withywood, Filwood, Knowle, Lawrence Hill and Lawrence Weston are wards experiencing multiple depravation and are of significant concern. |
| OHID Fingertips | Large public health data collection, with data organised into themed profiles. These include rich source of indicators across range of health and wellbeing themes, which can be filtered at different geographical levels, and benchmarked against regional or England average. This data can be further used to evidence both our initial targeted conditions and areas. It also shows us that Bristol has a lower life expectancy of the 3 BNSSG local authorities – Bristol, South |

| Data / Evidence Source [Include a reference where known] | Summary of what this tells us |
|--|---|
| | <p>Glocs and North Somerset (78.5 years for males and 82.6 years for females). 62,900 individuals within Bristol are economically inactive, at 19.4% of the population, this is higher than the Southwest average but lower than the national average. The percentage of individuals economically inactive due to long-term sickness (26.7%) is higher than both the Southwest (25%) and national percentages (26.6%). While this is higher than South Gloucestershire it is lower than North Somerset.</p> |

Additional comments:

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

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| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input checked="" type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input 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 currently collect varying levels of protected characteristic data across all of our Employment Support Team activities.

In preparing the partnership application we have also had access to health and public health data through our partner the BNSSG, (NHS).

We intend to work across all of our programmes to ensure that data is comprehensively and consistently collected, analysed and acted upon to ensure that our services are targeted at and delivered to protected characteristic groups that represent Bristol's population. This work will be started Q1 2024-25.

There are gaps in overall diversity data at a local and national level for some characteristics e.g. gender reassignment – especially where this has not historically been included in statutory reporting e.g. for sexual orientation. As council we rarely monitor marriage and civil partnership. There is a corporate approach to diversity monitoring for service users and our workforce, however the quality of available evidence across various council service areas is variable. No robust data on gender identity exists. Gaps in data will exist as it becomes out of date or is limited through self-reporting.

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 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, One Front Door generalist employment support programme, the Future Bright in work support programme and other specialist employment support programmes, we have developed the WorkWell model in collaboration and consultation with individuals, communities, groups and Government agencies.

In developing our proposal we have met and reviewed data from:

- Individuals through delivering our services, customer feedback forms and evaluations of each 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 WorkWell funding application.

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. The findings will be published in April 2024 in the Bristol Employment, Skills and LifeLong Learning Plan – 2024 – 2029. 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 \(EqIA\) \(sharepoint.com\)](https://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.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

The programme may have both positive and adverse impacts on various groups based on protected or relevant characteristics.
Mitigations should be tailored to address the specific needs and challenges of different groups to ensure equity and inclusivity in the programme.

PROTECTED CHARACTERISTICS

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| Age: Young People | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Young people may benefit from early intervention and support to enter or remain in the workforce, gaining valuable skills and experience. |

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| | Adverse Impact: Young people might face challenges due to lack of experience or discrimination in the job market. |
| Mitigations: | Provide targeted mentorship and training opportunities tailored to the needs of young participants to address barriers to employment. |
| Age: Older People | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Older individuals may bring extensive experience and knowledge to the workforce, contributing to workplace diversity and productivity. Adverse Impact: Older workers may face age discrimination or struggle to adapt to changing job requirements. |
| Mitigations: | Implement age-inclusive hiring practices and offer retraining programmes to help older workers update their skills. |
| Disability | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: The programme can empower Disabled people by providing accommodations and support to access employment opportunities. Adverse Impact: Discrimination, inaccessible workplaces, and lack of understanding about disability-related needs may hinder participation and success. |
| Mitigations: | Ensure reasonable adjustments in programme delivery and working with employers, offer Disability awareness training to employers, and advocate for inclusive workplace policies. |
| Sex | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: The programme should promote gender equality in employment by addressing systemic barriers and biases. Adverse Impact: Gender discrimination in hiring and workplace harassment may impede the progress of individuals. |
| Mitigations: | Implement gender-sensitive policies, provide support for victims of discrimination or harassment, and offer training to combat unconscious bias. |
| Sexual orientation | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: The programme should promote gender equality in employment by addressing systemic barriers and biases. Adverse Impact: Gender discrimination in hiring and workplace harassment may impede the progress of individuals |
| Mitigations: | Implement gender-sensitive policies, provide support for victims of discrimination or harassment, and offer training to combat unconscious bias. |
| Pregnancy / Maternity | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Supporting pregnant individuals and new parents can facilitate their continued participation in the workforce. Adverse Impact: Discrimination, lack of accommodations, and societal stereotypes may lead to barriers in employment and advancement. |
| Mitigations: | Ensure maternity leave rights are protected, provide flexible work arrangements, and address biases against pregnant individuals. |
| Gender reassignment | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Creating an inclusive environment can support individuals undergoing gender transition to feel respected and supported at work. Adverse Impact: Discrimination, lack of understanding, and harassment may create significant barriers to employment and retention. |
| Mitigations: | Provide training on transgender inclusion, offer support networks, and enforce anti-discrimination policies. |
| Race | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Promoting racial diversity in the workforce can enhance creativity, innovation, and productivity. Adverse Impact: Systemic racism, unconscious bias, and discriminatory practices may limit opportunities for individuals from marginalized racial groups. |
| Mitigations: | Implement diversity initiatives, offer cultural competency training, and ensure equal access to resources and opportunities. |

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| Religion or Belief | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Accommodating religious beliefs and practices can create an inclusive environment where individuals feel respected and valued. Adverse Impact: Discrimination, lack of understanding, and hostile work environments may marginalise individuals based on their religious beliefs. |
| Mitigations: | Promote respect for diverse beliefs, and address harassment or discrimination based on religion. |
| Marriage & civil partnership | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Recognising and supporting diverse family structures can contribute to a more inclusive and supportive workplace culture. Adverse Impact: Discrimination or lack of recognition for non-traditional partnerships may create barriers for individuals. |
| Mitigations: | Ensure equal treatment for all types of partnerships, provide family-friendly policies, and address biases related to marital status |
| OTHER RELEVANT CHARACTERISTICS | |
| Socio-Economic (deprivation) | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Providing support for individuals from deprived backgrounds can help address socio-economic inequalities and promote social mobility. Adverse Impact: Limited access to education, resources, and opportunities may perpetuate cycles of poverty and exclusion. |
| Mitigations: | Offer targeted support and resources for individuals from deprived areas, including access to education, training, and employment opportunities. |
| Carers | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | Positive Impact: Recognising and supporting the needs of carers can enable them to balance work and caring responsibilities effectively. Adverse Impact: Lack of flexibility, understanding, and support may lead to difficulties in managing work and caring duties. |
| Mitigations: | Provide flexible working arrangements, caregiver support programs, and promote awareness of carer rights and needs in the workplace. |
| Other groups [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: | <ul style="list-style-type: none"> Positive impact: Individuals experiencing ill health and are unemployed or at risk of losing their jobs through their condition can access support to break the cycle of by gaining skills and support to manage their health condition, gain or maintain employment, leading to improved financial and health well-being for themselves and their families. Potential issue: Persistent structural inequalities may limit the job opportunities available to participants with health conditions, exacerbating socioeconomic disparities. |
| Mitigations: | Provide targeted support and resources for participants with health conditions, collaborate with community organisations to address systemic issues, and advocate for policies that promote economic inclusion. |

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 who are at risk of losing their job or are unemployed due to their health condition. It will work with health providers, the DWP and employment support providers to help participants gain or remain in work whilst managing their health condition

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, as well as other Council 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 WorkWell Partnership programme will work with a minimum of 1500 Bristol based individuals who are unemployed or at risk of losing their jobs due to their health condition. By working with and supporting them to manage their condition and increase their skills / employment opportunities 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 |
|--|--------------------------------------|------------|
| Work across the Employment Support Team's range of programmes to implement improvements in the collection and reporting of protected characteristic data | Support Manager / Programme Managers | April 2024 |
| The actions and outcomes identified in the WorkWell Programme implementation plan 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?

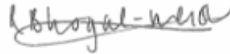
How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

Through monitoring and reporting against equalities data consistently across all Employment Support programmes and developing action plans where appropriate to ensure that our services are representative of all equalities groups within Bristol.

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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 Director¹.

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

¹ 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.