



Environmental Impact Assessment [version 1.0]

Proposal title: WorkWell Vanguard partnership	
Project stage and type: <input type="checkbox"/> Initial Idea Mandate <input checked="" type="checkbox"/> Outline Business Case <input type="checkbox"/> Full Business Case	
<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"/> Changing <input type="checkbox"/> Already exists / review
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 this Environmental Impact Assessment is to help you develop your proposal in a way that is compliant with the council’s policies and supports the council’s strategic objectives under the [One City Climate Strategy](#), the [One City Ecological Emergency Strategy](#) and the latest [Corporate Strategy](#).

This assessment should be started at the beginning of the project proposal process by someone with a good knowledge of the project, the service area that will deliver it, and sufficient influence over the proposal to make changes as needed.

It is good practice to take a team approach to completing the Environmental Impact Assessment. See further [guidance](#) on completing this document. Please email environmental.performance@bristol.gov.uk 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. Please use plain English, avoiding jargon and acronyms.

March Cabinet - 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 Vanguard areas, linking jobcentres, health services and other local organisations to provide wraparound health support for jobseekers, benefit claimants and those at risk of falling out of work because of their health condition.

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 with an initial focus on individuals being provided with their first or second fit note due to MH 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 Will the proposal have an environmental impact?

Could the proposal have either a positive or negative effects for the environment now or in the future? If ‘No’ explain why you are sure there will be no environmental impact, then skip steps 2-3 and request review by sending this form to environmental.performance@bristol.gov.uk

If ‘Yes’ complete the rest of this assessment.

Yes No [please select]

It is hoped that the WorkWell Vanguard Partnership will a positive effect for the environment over it’s 18 month delivery period, with mitigating actions in place to address any potential harmful effects. This plan covers an integrated offer of careers advice, employment support, adult learning and skills services targeted at adults who are either unemployed or risk losing their jobs through their health condition. Our offer includes green social prescribing, courses and projects designed to provide an inclusive career pathway into clean energy jobs and also includes opportunities to promote and support healthier and more sustainable behaviours with our service users, staff and partners.

1.3 If the proposal is part of an options appraisal, has the environmental impact of each option been assessed and included in the recommendation-making process?

If ‘Yes’ please ensure that the details of the environmental impacts of each option are made clear in the pros and cons section of the [project management options appraisal document](#).

Yes No Not applicable [please select]

If ‘No’ explain why environmental impacts have not been considered as part of the options appraisal process.

Step 2: What kinds of environmental impacts might the project have?

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. See detailed [guidance documents](#) for advice on identifying potential impacts.

Does the proposal create any benefits for the environment, or have any adverse impacts?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our corporate environmental objectives and the wider [One City Climate and Ecological Emergency strategies](#).

Consider how the proposal creates environmental impacts in the following categories, both now and in the future.

Reasonable efforts should be made to quantify stated benefit or adverse impacts wherever possible.

Where the proposal is likely to have a beneficial impact, consider what actions would enhance those impacts. Where the proposal is likely to have a harmful impact, consider whether actions would mitigate these impacts.

Enhancements or mitigation actions are only required when there is a likely impact identified. Remember that where enhancements or mitigation actions are listed, they should be assigned to staff and appropriately resourced.

GENERAL COMMENTS (highlight any potential issues that might impact all or many categories)	
<ul style="list-style-type: none"> The employment support element of the WorkWell Vanguard Partnership will be delivered through the Employment Support Team which sits within the Council’s Employment, Skills and Lifelong Learning Service. This overall ESLL service has a strong commitment to achieving a just shift to clean energy and environmental sustainability. Managers and team members are well informed and are passionate about saving the planet from climate change and environmental degradation. ESL resources are a powerful lever for change – both in our delivery model and also the content of our programmes. This commitment will be shared with our key stakeholders, delivery partners and supply chain 	
<p>ENV1 Carbon neutral: Emissions of climate changing gases</p> <p>BCC has committed to achieving net zero emissions for its direct activities by 2025, and to support the city in achieving net zero by 2030.</p> <p>Will the proposal involve transport, or the use of energy in buildings? Will the proposal involve the purchase of goods or services? If the answer is yes to either of these questions, there will be a carbon impact.</p> <p>Consider the scale and timeframe of the impact, particularly if the proposal will lead to ongoing emissions beyond the 2025 and 2030 target dates.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Benefits</p> <ol style="list-style-type: none"> The WorkWell Partnership and the wider ESLL service is committed to raising awareness of clean energy challenges and opportunities within the community and with business. We are able to address the disproportionate impact of climate change and transition to clean energy on more vulnerable residents Both the WorkWell Partnership and the wider ESLL service will provide opportunities for people to train and retrain so they can work in the clean energy sector We will encourage increased healthier and sustainable behaviours with services users, team members, and partners We will use the procurement process to encourage sustainable practice from our suppliers and will link to the healthy and sustainable procurement policy as reference
	<p>Enhancing actions</p> <ol style="list-style-type: none"> Through the delivery of the WorkWell programme, participants will be able to find out about and consider future clean energy careers as well as green social prescribing opportunities. We will actively ensure that we promote the use of sustainable transport options to staff and service users and that they are supported to learn about Bristol’s climate change emergency and how they can implement small changes to help the city achieve net zero
	<p>Persistence of effects: <input checked="" type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input checked="" type="checkbox"/> 5+ years</p>
	<p>Adverse impacts</p> <p>Potential increase in transport related fuel consumption by service users and staff as they travel across Bristol to access or deliver WorkWell services</p>
	<p>Mitigating actions</p> <p>Encourage services users and staff to use public transport, cycle and walk to sites providing WorkWell work and health related services</p>
<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input checked="" type="checkbox"/> 5+ years</p>	

<p>ENV2 Ecological recovery: Wildlife and habitats BCC has committed to 30% of its land being managed for nature and to halve its use of pesticides by 2030.</p> <p>Consider how your proposal can support increased space for nature, reduced use of pesticides, reduce pollution to waterways, and reduce consumption of products that undermine ecosystems around the world.</p> <p>If your proposal will directly lead to a reduction in habitat within Bristol, then consider how your proposed mitigation can lead to a biodiversity net gain. Be sure to refer to quantifiable changes wherever possible.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Benefits</p>	<p>1. The Workwell service will promote increased healthier and sustainable behaviours with services users, team members, and partners</p>
	<p>Enhancing actions</p>	<p>1. Provide participants with learning and skills opportunities to engage with nature, make healthy choices and be more physically active – e.g. through gardening and community green spaces programmes as well as green social prescribing activities</p>
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input checked="" type="checkbox"/> 5+ years</p>	
	<p>Adverse impacts</p>	
	<p>Mitigating actions</p>	
<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>		
<p>ENV3 A cleaner, low-waste city: Consumption of resources and generation of waste</p> <p>Consider what resources will be used as a result of the proposal, how they can be minimised or swapped for less impactful ones, where they will be sourced from, and what will happen to any waste generated</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	<p>Benefits</p>	<p>The wider ESLL service is actively engaged in resource recycling e.g. laptops. The WorkWell Programme will be able to access the Laptop Scheme.</p>
	<p>Enhancing actions</p>	<p>Continue to seek funding and donations to recycle and distribute laptops to address digital poverty in Bristol</p>
	<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input checked="" type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>	
	<p>Adverse impacts</p>	<p>Potential generation of waste as a result of the delivery of WorkWell services e.g. production of flyers and handouts for clients/learners</p>
	<p>Mitigating actions</p>	<p>Ensure that WorkWell shifts to using digital information/teaching and learning materials, and also recycle materials where they can (e.g. paper/plastics/glass etc)</p>
<p>Persistence of effects: <input type="checkbox"/> 1 year or less <input checked="" type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years</p>		

<p>ENV4 Climate resilience: Bristol's resilience to the effects of climate change</p> <p>Bristol's climate is already changing, and increasingly frequent instances of extreme weather will become more likely over time.</p> <p>Consider how the proposal will perform during periods of extreme weather (particularly heat and flooding).</p> <p>Consider if the proposal will reduce or increase risk to people and assets during extreme weather events.</p> <p>Further guidance</p> <p><input type="checkbox"/> No impact</p>	Benefits	Ensure that the WorkWell Programme complies with the wider ESLL Business impact assessment and business continuity plan which includes detailed remedial actions in relation to maintaining services in the event of extreme weather events
	Enhancing actions	Build on proven agile delivery models developed through the Covid pandemic including a shift to online and blended/hybrid delivery methods Carry out venue assessment checks includes building susceptibility to overheating/cold and potential impact on services users
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input checked="" type="checkbox"/> 5+ years	
	Adverse impacts	
	Mitigating actions	
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		
<p>Statutory duty: Prevention of Pollution to air, water, or land</p> <p>Consider how the proposal will change the likelihood of pollution occurring to air, water, or land and what steps will be taken to prevent pollution occurring.</p> <p>Further guidance</p> <p><input checked="" type="checkbox"/> No impact</p>	Benefits	
	Enhancing actions	
	Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years	
	Adverse impacts	
	Mitigating actions	
Persistence of effects: <input type="checkbox"/> 1 year or less <input type="checkbox"/> 1 – 5 years <input type="checkbox"/> 5+ years		

Step 3: Action Plan

Use this section summarise and assign responsibility for any actions you have identified to improve data, enhance beneficial, or mitigate negative impacts. Actions identified in section two can be grouped together if named responsibility is under the same person.

This action plan should be updated at each stage of the project. Please be aware that the Sustainable City and Climate Change Service may use this action plan as an audit checklist during the project’s implementation or operation.

Enhancing / mitigating action required	Responsible Officer	Timescale
Through the delivery of the WorkWell programme, support participants to find out about and consider future clean energy careers and pathways	Programme Manager Programme delivery staff	On-going
Ensure all service users and staff are supported to learn about Bristol’s climate change emergency and how they can implement small changes to help the city achieve net zero	Programme Manager / Programme delivery staff	On-going
Encourage WorkWell services users and staff to use public transport, cycle and walk to sites providing services (e.g. careers coaching; community learning; health support and social prescribing etc)	Programme Manager / Programme delivery staff	On-going
Provide adults with learning and skills opportunities to engage with nature, make healthy choices and be more physically active – e.g. through green social prescribing programmes	Programme Manager Programme delivery staff	On-going
Continue to seek funding and donations to recycle and distribute laptops to address digital poverty in Bristol	Programme Manager	On-going
Ensure that all ESL teams shift to using more sustainable digital information/teaching and learning materials, and also recycle materials where they can (e.g. paper/plastics/glass etc)	Programme Manager	On-going
Build on proven agile delivery models developed through the Covid pandemic including a shift to online and blended/hybrid delivery methods	Programme	On-going

Step 4: Review

The Sustainable City and Climate Change Service need at least five working days to comment and feedback on your impact assessment. Assessments should only be marked as reviewed when they provide sufficient information for decision-makers on the environmental impact of the proposal.

Please seek feedback and review by emailing environmental.performance@bristol.gov.uk before final submission of your decision pathway documentation¹.

Where impacts identified in this assessment are deemed significant, they will be summarised here by the Sustainable City and Climate Change Service and must be included in the ‘evidence base’ section of the decision pathway cover sheet.

Summary of significant beneficial impacts and opportunities to support the Climate, Ecological and Corporate Strategies (ENV1,2,3,4):
Summary of significant adverse impacts and how they can be mitigated:

¹ Review by the Sustainable City and Climate Change Service confirms there is sufficient analysis for decision makers to consider the likely environmental impacts at this stage. This is not an endorsement or approval of the proposal.

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Environmental Performance Team Reviewer: Nicola Hares – Environmental Performance Officer	Submitting author: Paul Gaunt
Date: 07/02/2024	Date: 1st February 2024