



Environmental Impact Assessment [version 1.0]

Proposal title: WE WORK for Everyone – Specialist employment support for people with a learning difficulty and / or autism		
Project stage and type: <input type="checkbox"/> Initial Idea Mandate <input type="checkbox"/> Outline Business Case <input checked="" 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"/> New	<input checked="" type="checkbox"/> Changing
<input type="checkbox"/> Other [please state]	<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.

The intended aim of WE WORK for Everyone is to support those who have a learning difficulty and / or autism into paid employment. The intended outcome is that those supported by a WE WORK Employment navigator will achieve improved knowledge, skills and confidence to improve their employment prospects and ultimately enter paid employment.

In 2019 Bristol City Council secured £2.4m external investment from the European Social Fund (ESF). £1.3m from the West of England Combined Authority (WECA) to lead and deliver the WE Work for Everyone specialist employment support programme for Disabled people with Learning Difficulties and/or Autism in Bristol and across the wider West of England.

The first phase of the programme completed in December 2023 and engaged 1457 participants, of which 707 live in Bristol. Despite the impact of the Covid pandemic, 334 participants secured paid employment with support from our team of navigators and specialist job coaches, including 164 living in Bristol (137 % of target). As a result of this first phase, a high proportion of participants improved their basic skills (128% of target) and over 400 previously economically inactive participants have gone onto supported job searching on leaving the programme.

In October 2023 we received confirmation of a 1-year extension funding grant of £850,000 from WECA as part of the regional UK Shared Prosperity Fund (UKSPF) allocation and a further and £214,000 from the DfE Supported Internship Pilot. From January 2024, WE Work for Everyone Phase 2 has been working with 320 people with Learning Difficulties and/or Autism to support them into paid employment across the WECA region, including 160 participants living in Bristol.

In May 2024, Bristol City Council contributed to a WECA business case which proposed to extend WE WORK for Everyone for a further two years through their Skills Investment Fund. This was approved and there is now an opportunity to draw down £1.7m of investment to enable us to work with 700 individuals with a Learning

Difficulty and/or Autism across the West of England, (350 in Bristol). Underpinned by the principles of specialist employment support and supported internships from age 18+, 'WE Work for Everyone' can continue to improve employment outcomes through a dedicated individualised approach which will comprise intensive specialist support and an education and enterprise infrastructure, providing the depth and intensity of support many people with a Learning Difficulty need to help them work towards, find and retain paid employment.

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 WE WORK for Everyone will have a positive effect for the environment over its 24 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 have a learning difficulty and / or autism. Our offer includes, courses and projects designed to provide an inclusive career pathway into clean energy jobs, the promotion of home saving energy support and grants as well as including 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)

- WE WORK for Everyone Phase 3 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

ENV1 Carbon neutral: Emissions of climate changing gases

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.

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.

Consider the scale and timeframe of the impact, particularly if the proposal will lead to ongoing emissions beyond the 2025 and 2030 target dates.

[Further guidance](#)

No impact

Benefits

1. WE WORK for Everyone and the wider ESLL service is committed to raising awareness of clean energy challenges and opportunities within the community and with business.
2. We are able to address the disproportionate impact of climate change and transition to clean energy on more vulnerable residents
3. Both the WE WORK for Everyone / Employment Support teams and the wider ESLL service will provide opportunities for people to train and retrain so they can work in the clean energy sector
4. We will encourage increased healthier and sustainable behaviours with services users, team members, and partners

Enhancing actions

1. Through the delivery of the WE WORK for Everyone programme, participants will be able to find out about and consider future clean energy careers.
2. 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
3. We will actively signpost service users to energy saving schemes and grants including insulation and boiler replacement grants to support savings in their energy usage and carbon emissions

Persistence of effects: 1 year or less 1 – 5 years 5+ years

Adverse impacts

Potential increase in transport related fuel consumption by service users and staff as they travel across Bristol to access or deliver WE WORK for Everyone services

Mitigating actions

Encourage services users and staff to use public transport, cycle and walk to sites providing WE WORK for Everyone work and health related services

Persistence of effects: 1 year or less 1 – 5 years 5+ years

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.

Benefits

1. The WE WORK for Everyone service will promote increased healthier and sustainable behaviours with services users, team members, and partners

<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>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 volunteering 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 WE WORK for Everyone 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 WE WORK for Everyone services e.g. production of flyers and handouts for clients/learners</p>
	<p>Mitigating actions</p>	<p>Ensure that WE WORK for Everyone 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</p>	<p>Benefits</p>	<p>Ensure that the WE WORK for Everyone 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</p>

<p>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>	<p>Enhancing actions</p>	<p>Build on proven agile delivery models developed through the Covid pandemic including a shift to online and blended/hybrid delivery methods</p> <p>Carry out venue assessment checks includes building susceptibility to overheating/cold and potential impact on services users</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>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>	<p>Benefits</p>	
	<p>Enhancing 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>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>		

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 WE WORK for Everyone 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 WE WORK for Everyone services users and staff to use public transport, cycle and walk to sites providing services (e.g. careers coaching; community learning 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 volunteering 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 & WE WORK for Everyone 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:

Environmental Performance Team Reviewer:

Submitting author:

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.

Nicola Hares – Environmental Performance Officer	Paul Gaunt
Date: 15/05/2024	Date: 1st February 2024