

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Progression Pathways For Adults
<b>Directorate</b>	Economy
<b>Service Area</b>	Economy - STP Employment
<b>Type</b>	New/Proposed Policy
<b>EA Summary</b>	The policy proposes to engage with 2,063 long term unemployed and inactive participants providing support into basic skills provision, training and employment supporting 499 participants into job search and employment. It will target those with no/low basic skills, people from black and minority ethnic backgrounds (BME) women, lone parents, people with disabilities and health conditions including those living in areas of high unemployment. In partnership with employers and sector representatives, training pathways will be available for participants linked to GBSLEP defined growth sectors, in conjunction with FE colleges and training providers providing a framework of training provision that will ensure participants gain basic skills qualifications, sector specific skills, experience and knowledge that will enable them to engage more effectively in the labour market and progress to sustainable employment.
<b>Reference Number</b>	EA002811
<b>Task Group Manager</b>	julie-ann.wright@birmingham.gov.uk
<b>Task Group Member</b>	alison.fiddes@birmingham.gov.uk
<b>Date Approved</b>	2018-06-14 00:00:00 +0100
<b>Senior Officer</b>	lloyd.broad@birmingham.gov.uk
<b>Quality Control Officer</b>	janet.l.hinks@birmingham.gov.uk

### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Policy.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Policy and expected outcomes?**

The project will engage with 2,063 long term unemployed and inactive participants across Birmingham and Solihull providing support into basic skills provision, training and employment, supporting 499 participants into job search and employment. It will target those aged 25 and over with no/low basic skills, people from black and minority ethnic backgrounds (BME) women, lone parents, people with disabilities and health conditions including those living in areas of high unemployment.

In summary, the activity stages relating to the pathway (to employment) for participants will consist of the following:

- . Attract and engage
- . Initial information and advice provision, appropriate to the client
- . Registration
- . Gateway assessment, to access appropriate training and pathway
- . Growth Sectors based and employer led industry awareness events/sessions
- . Pre-employment training (via FE colleges and Training Providers), including Sector Based Work Academies
- . Matching to, work trials/ work experience/ volunteering/ traineeships/ apprenticeships/ jobs

The training provided by FE colleges and Training Providers will ensure participants gain Basic Skills Qualifications to Level 1 and 2, sector specific skills and the knowledge and experience required to succeed in the workplace.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

### 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Not Relevant	No

Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	Yes
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

## 2.4 Analysis on Initial Assessment

The proposed policy aims to improve the employability of long term unemployed residents aged 25 plus, particularly those facing particular disadvantage from the labour market, to access and effectively move into sustainable employment.

Funding partners will be Birmingham City Council and Solihull Metropolitan Borough Council, whilst the planned delivery agencies will include, DWP (Jobcentres), National Careers Service and community and voluntary sectors.

The target audience for the project will be:

- . Aged 25 and over.
- . No/low basic skills
- . BME
- . Women
- . Lone Parents
- . People with disabilities and/or health conditions
- . Geography areas of high unemployment

2,063 participants will be assessed via an assessment gateway process

The proposed policy aims to have a positive impact on the following protected characteristics: Age Race, and Disability through providing specific progression pathway support that is person-centred and flexible enough to include employment and training outcomes. Therefore, a full assessment will be undertaken

Other protected characteristics are not relevant to this policy for the following reasons:

**GENDER:** There should be no negative impact on individuals as the proposed revised Policy gives equal access to both genders.

**RELIGION OR BELIEF:** All assessment, planning and outcomes related to the implementation of the policy will be individualised and address issues specific to the individual, which will include issues related to religion or belief. The service will be non-discriminatory, irrespective of an individual's religion or belief. There should be no negative impact on individuals. No data is available on the religion or faith of people who will be eligible for this programme. All individuals accessing the project provision will continue to be treated fairly, irrespective of their religion or beliefs. They will not be asked to undertake any activity which goes against their beliefs, and allowances will be made to reflect religious holidays and practices. It is not anticipated, based on knowledge of policy and provision design, that the religion or belief of individuals will affect their eligibility or take-up as providers will continue to offer support tailored to individual circumstances;

**SEXUAL ORIENTATION:** All assessment planning and outcomes related to the implementation of the policy are individualised and address issues specific to the individual which will include issues related to sexual orientation. The policy is sensitive to the needs of a wide range of people and ensures compliance with data protection policies and procedures. There should be no negative impact on individuals;

**PREGNANCY OR MATERNITY:** No data is available to assess if proposed policy has an equality impact relating to pregnancy or maternity. Pregnancy or maternity will not affect people's eligibility or take-up because the programme is holistic and will continue to offer support tailored to an individual's needs.

**TRANSGENDER:** All assessment planning and outcomes related to the implementation of the policy are individualised and address issues specific to the individual which will include transgender issues. The service will be sensitive to the needs of a wide range of people and ensure compliance with data protection policies and procedures. There should be no negative impact on individuals;

The policy does not disadvantage people (25+ years) who are not eligible for support through the project, as they will be signposted to access work, training or education and other support needs.



### 3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### 3.1 Age - Assessment Questions

##### 3.1.1 Age - Relevance

Age	Relevant
-----	----------

##### 3.1.2 Age - Impact

###### **Describe how the Policy meets the needs of Individuals of different ages?**

The policy aims to support people (25+ years) who are unemployed and claiming Job Seekers Allowance or other work related benefits or Inactive. The policy will continue to have a positive direct impact upon this group of people and indirectly, people of all ages. Communities will benefit both economically and socially by helping to tackle unemployment and foster good relations by actively engaging with 'inactive' people.

Do you have evidence to support the assessment?	Yes
---	-----

###### **Please record the type of evidence and where it is from?**

The longstanding statistical inequality in unemployment rates for Birmingham's people is evidenced through the Office for National Statistics and regular local Unemployment Bulletins produced by Birmingham City Council for internal and external staff and partners. Key and relevant findings from the April 2018 Report included:

. Birmingham's seasonally adjusted claimant unemployment rate stands at 6.4%; above both the West Midlands (3.3%) and the UK (2.6%) rates.

. The number of working age Birmingham residents in employment decreased by 1,800 between Q3 and Q4 2017, the employment rate decreased by 0.3 percentage points to 63.6%

. The 16-64 years of age Economic Inactivity at December 2017 was 220,600 (30.6%). The latest APS data for Q4 2017 shows that there are 721,600 16-64 year old residents in Birmingham. Of these 69.4% are economically active (in work or seeking work) and 30.6% are economically inactive. This compares to a corresponding figure of 78% and 22% for the UK and 73% and 27% across the core cities as a whole.

Progression Pathways builds on models of delivery implemented in recent programmes delivered by BCC's Employment Team; amongst a range of successful programmes this includes: The Flexible Support Fund (Project 20,000) which resulted in the upskilling and qualifications for participants and included bespoke targeted training for lone parents and the CITB Joint Investment Strategy Construction project which completed in March 2017. This project developed as part of a national Construction Industry Training Board (CITB) programme to deliver joint investment plans supporting the construction industry within key cities. The project focused on delivering construction industry training to 545 unemployed participants, addressing local skills gaps and creating employment and skills opportunities leading to jobs with construction employers.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

##### 3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Policy?	No
If not, why not?	Consultation not required at this time
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?	Yes

**If so, how did you obtain these views?**

Since the project proposal was set out in a report outlining ESF funding opportunities on 6 March 2018 the Cabinet Member for Jobs & Skills has been briefed on the development of the project proposal and fully supports the submission. Officers in Legal and Governance, Procurement and City Finance continue to be involved and have input to the preparation of this report. Lead Officers from Place Directorate including Birmingham Adult Education Service, 14-19 Skills Service, Careers Service, and Youth Service have also been involved in the development of the project and have agreed proposed delivery model. The project has been developed with input and support from Solihull Metropolitan Borough Council (MBC). Dialogue has taken place with Birmingham Metropolitan College and South and City College Birmingham, the Construction Industry Training Board and Auctus (rail training provider) in the development of the project. The proposal has further been discussed with the local Birmingham Employment and Skills Boards which are made up of voluntary groups, Employers, training providers and private sector representatives

Is a further action plan required?	No
------------------------------------	----

**3.1.4 Age - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

**Please explain how.**

The policy aims to improve the employability of long term unemployed residents particularly those facing particular disadvantage from the labour market to and will engage those residents with no/low basic skills.. The policy will promote activities within communities and lead to sustainable employment for some of the most disadvantaged individuals. There will be a sharing of work/knowledge and skills between different age groups and the potential for mentoring.

## 3.2 Disability - Assessment Questions

### 3.2.1 Disability - Relevance

Disability	Relevant
------------	----------

### 3.2.2 Disability - Impact

#### **Describe how the Policy meets the needs of Individuals with a disability?**

The project policy includes specifically targeted support for people with significant barriers to employment, including those who experience Mental Ill Health and Learning Disabilities. These people will be supported by specialist workers offering a holistic and tailored service to meet their needs. The employment strand of the project will seek to improve the employment opportunities available to these individuals

Do you have evidence to support the assessment?	Yes
---	-----

#### **Please record the type of evidence and where it is from?**

There are particular groups who have disproportionately high levels of unemployment. Those with a disability have a much higher rate of unemployment (12.1%) than for the non-disabled (8.1%). The disabled unemployment rate in the Birmingham and Solihull area is also well above the corresponding rate for the UK (9.0%). The source for this date is The Office for National Statistics Dec 2016.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

### 3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Policy?	No
If not, why not?	Consultation not required at this time
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes

#### **If so, how did you obtain these views?**

Since the project proposal was set out in a report outlining ESF funding opportunities on 6 March 2018 the Cabinet Member for Jobs & Skills has been briefed on the development of the project proposal and fully supports the submission. Officers in Legal and Governance, Procurement and City Finance continue to be involved and have input to the preparation of this report. Lead Officers from Place Directorate including Birmingham Adult Education Service, 14-19 Skills Service, Careers Service, and Youth Service have also been involved in the development of the project and have agreed proposed delivery model. The project has been developed with input and support from Solihull Metropolitan Borough Council (MBC). Dialogue has taken place with Birmingham Metropolitan College and South and City College Birmingham, the Construction Industry Training Board and Auctus (rail training provider) in the development of the project. The proposal has further discussed with the local Birmingham Employment and Skills Boards which are made voluntary groups, employers, training providers and private sector representatives.

Is a further action plan required?	No
------------------------------------	----

### 3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Policy will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Policy could assist Individuals with a disability to participate more?	Yes
Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability?	Yes

**Please explain how.**

The policy aims to improve the employability of long term unemployed residents particularly those facing particular disadvantage from the labour market to and will engage those residents with no/low basic skills.. The policy will promote activities within communities and lead to sustainable employment for some of the most disadvantaged individuals. There will be a sharing of work/knowledge and skills between different age groups and the potential for mentoring. The policy supports the creation of a more diverse workforce and raising the visibility of individuals with disabilities in the work place, thereby fostering good relations



### 3.3 Race - Assessment Questions

#### 3.3.1 Race - Relevance

Race	Relevant
------	----------

#### 3.3.2 Race - Impact

##### **Describe how the Policy meets the needs of Individuals from different ethnic backgrounds?**

This project will address the needs of residents from socially and economically excluded geographical areas and communities by:

- . Improving awareness of employment opportunities.
- . Improving access to sector-specific vocational guidance and information.
- . Improving access to vocational training.
- . Providing information on job opportunities.
- . Encouraging employers to provide work experience and employment opportunities for people from these priority groups and advocate on their behalf.
- . Working directly with the Jobcentre Plus Work Coaches and NCS Advisors to deliver information, advice and guidance within specific communities of need.

By improving the skills and employability of these beneficiaries, this project will enhance their capacity to contribute economically to their local areas.

Do you have evidence to support the assessment?	Yes
---	-----

##### **Please record the type of evidence and where it is from?**

Unemployment levels are above national averages for Birmingham and Solihull residents from BME groups. The BME unemployment rate for the area is 15.0% compared to an unemployment rate of 4.6% for white residents, a BME unemployment gap of over 10 percentage points.

(Source: ONS/APS April 2018). There

There are significant concentrations of unemployment in particular local areas mainly located in inner city Birmingham and in North Solihull. In May 2017, Lozells & East Handsworth in Birmingham has the highest unemployment proportion at 10.1% over 5 times the national rate of 2.0%. (source ONS/NOMIS)

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

#### 3.3.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Policy?	No
If not, why not?	Consultation not required at this time
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals from different ethnic backgrounds?	Yes

##### **If so, how did you obtain these views?**

Since the project proposal was set out in a report outlining ESF funding opportunities on 6 March 2018 the Cabinet Member for Jobs & Skills has been briefed on the development of the project proposal and fully supports the submission. Officers in Legal and Governance, Procurement and City Finance continue to be involved and have input to the preparation of this report. Lead

Officers from Place Directorate including Birmingham Adult Education Service, 14-19 Skills Service, Careers Service, and Youth Service have also been involved in the development of the project and have agreed proposed delivery model. The project has been developed with input and support from Solihull Metropolitan Borough Council (MBC). Dialogue has taken place with Birmingham Metropolitan College and South and City College Birmingham, the Construction Industry Training Board and Auctus (rail training provider) in the development of the project. The proposal has further discussed with the local Birmingham Employment and Skills Boards which are made voluntary groups, employers, training providers and private sector representatives.

Is a further action plan required?	No
------------------------------------	----

### 3.3.4 Race - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

**Please explain how.**

The policy will promote activities within communities and lead to sustainable employment for some of the most disadvantaged individuals. There will be a sharing of work/knowledge and skills between different age groups and the potential for mentoring with increased capabilities and knowledge.

### **3.4 Concluding Statement on Full Assessment**

The policy aims to improve the employability of long term unemployed residents aged 25 and over, particularly those facing particular disadvantage from the labour market, to access and effectively move into sustainable employment. Employment has a direct positive impact on quality of life and health outcomes for people moving into employment. The equality assessment has identified that the project should continue to have a positive impact on the following protected characteristics: Age, Race and Disability, through providing specific progression pathways that is person-centred and flexible enough to include employment, education and training outcomes. For example, individuals will be able to access industry led upskilling programmes in local community-based venues. The policy will contribute towards inclusive economic growth by improving economic activity rates in those areas of Solihull and Birmingham where there are enduring and structural issues related to unemployment and low skill levels and inactive participation in the labour market. The policy will continue to have a positive direct impact upon this group of people and indirectly for people of all ages. Communities will benefit both economically and socially by helping to tackle unemployment and foster good relations by actively engaging with 'inactive' people. The Equality Assessment has demonstrated that consultation has been undertaken with relevant internal and external stakeholders and no equality adverse impacts have been identified. The proposed policy has ongoing equality monitoring arrangements as a requirement of its EU funding. This includes statistical equality monitoring and the production of a Gender Equality and Equal Opportunities Policy and Implementation Plan.

### **4 Review Date**

18/06/18

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.