

Title of proposed EIA	ESF Pure Project
Reference No	EQUA108
EA is in support of	New Service
Review Frequency	Annually
Date of first review	04/09/2019
Directorate	Adult social care & health
Division	Commissioning
Service Area	Prevention and Community Assets
Responsible Officer(s)	<input type="checkbox"/> Gordon Strachan
Quality Control Officer(s)	<input type="checkbox"/> Austin Rodriguez
Accountable Officer(s)	<input type="checkbox"/> Kalvinder Kohli
Initial equality impact assessment of your proposal	<p>The PURE project will engage with participants providing support to individuals considered furthest from the labour market as a result of both disability and disadvantage as a result of life circumstances. Enhanced provision of education, training and employment opportunities will be extended to approximately 4300 participants who would be considered vulnerable.</p> <p>It will target those with diminished opportunity in education, employment and training through: multiagency and self-referral assessment, to access appropriate training and employment pathway</p> <p>Pre-employment training (via Colleges and Training Providers), including matching to work trials/ work experience/ volunteering/ traineeships/apprenticeships/ jobs and ensure participants gain basic/specific skills and the knowledge and experience required to succeed in the workplace.</p> <p>These opportunities will enable participants to engage more effectively in the labour market and progress to sustainable employment.</p> <p>Eligible participants will meet some if not all of the protected characteristics of the Equality Act 2010. The following have been identified through initial discussions with subject matter experts, front line staff people with lived experience</p>

staff, people with lived experience.

Protected characteristic: Age

Service Users / Stakeholders

Age details:

Age: The programme will engage with vulnerable people aged 29 plus. Those under the age of 29 have access to alternative targeted interventions within existing provision. The programme aims to improve the employability of long term unemployed residents particularly those facing particular disadvantage from the labour market and will engage eligible citizens with no/low basic skills. The programme will promote activities citywide but place emphasis on deprived communities, leading to sustainable employment opportunities for some of the cities most disadvantaged individuals. There will be a sharing of work/knowledge and skills between different age groups and the potential for mentoring.

Protected characteristic: Disability

Service Users / Stakeholders

Disability details:

Disabilities: The project will deliver targeted support for people with significant barriers to employment, including those who experience Mental Ill Health, Sensory Impairment, Physical 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.

Protected characteristic: Gender

Service Users / Stakeholders

Gender details:

Gender: There should be no negative impact on individuals as the proposed programme gives equal access to both genders.

Protected characteristics: Gender Reassignment

Service Users / Stakeholders

Gender reassignment details:

Gender Reassignment: All assessment planning and outcomes related to the implementation and delivery of the project are individualised and address issues specific to the individual which

will include gender reassignment 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.

Protected characteristics: Marriage and Civil Partnership [Service Users/ Stakeholders](#)

Marriage and civil partnership details:

All assessment planning and outcomes related to the implementation of the project are individualised and address issues specific to the individual which will include issues related to marriage and civil partnership status. The project 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.

Protected characteristics: Pregnancy and Maternity [Service Users / Stakeholders](#)

Pregnancy and maternity details:

**PREGNANCY OR MATERNITY:** No data is available to assess if project participants 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.

Protected characteristics: Race

[Service Users / Stakeholders](#)

Race details:

**RACE:** The PURE project will address the needs of residents from socially and economically excluded geographical areas and communities by:

- Developing employment and training opportunities
- Improving awareness of employment and training opportunities.
- Enhanced access to guidance and information through interpretation services.
- Improving access to training.
- Providing information on work placements and 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 Careers Advisors to deliver information, advice and guidance within specific communities.

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

Protected characteristics: Religion or Beliefs

[Service Users / Stakeholders](#)

Religion or beliefs details:

**RELIGION OR BELIEF:** All assessment, planning and outcomes related to the implementation and delivery of the project will be individualised and address issues specific to the individual, which will include issues related to religion or belief. The project will be non-discriminatory, irrespective of an individual's religion, belief or lack of 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.

Participants 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 service providers and partners 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.

Protected characteristics: Sexual Orientation

[Service Users / Stakeholders](#)

Sexual orientation details:

**SEXUAL ORIENTATION:** All assessment planning and outcomes related to the implementation of the project are individualised

implementation of the project are individualised and address issues specific to the individual which will include issues related to sexual orientation. The project 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.

Consulted People or Groups

Voluntary sector organisations, People with lived experience and provider organisations have shaped the service.

Informed People or Groups

Directors of Adult Social Care and Health and the Place Directorate are aware of the project and the relevant Cabinet members have also been informed.

Summary and evidence of findings from your EIA

Initial assessment has not identified any barriers for participants to engage in the project other than those specified in the eligibility criteria. Eligible participants must be over the age of 29 and must be experiencing significant barriers to employment. Eligibility is subject to rigorous compliance as specified by the European social fund and the Department of works and pensions. A full EA will be maintained alongside the delivery of the programme.

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

No

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

06/09/2018

Reasons for approval or rejection

Please print and save a PDF copy for your records

Yes

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