

CARDIFF COUNCIL

**Equality Impact Assessment
Corporate Assessment Template**



Policy/Strategy/Project/Procedure/Service/Function Title: Families First: Sustainable Employment

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Angela Bourge	Job Title: Operational Manager – Strategy, Performance & Resources
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Service Team: Families First	Service Area: Social Services
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Assessment Date: 07/11/2016

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

Families First is a Welsh Government Funded initiative which aims to support families, particularly those living in poverty.

With the current programme due to finish in March 2017, this proposal relates to how the programme will move forward into 2017/18 in light of early indications from Welsh Government on how the future programme will look.

The early indications outlined within the Cabinet Secretary's decision paper highlights that certain elements of the programme will no longer be supported by the Families First Grant, namely;

- Debt/benefit advice/income maximisation/financial literacy
- Worklessness/employability/training
- Some health services, e.g. sexual health, substance misuse.
- Childcare services (except crèche facilities)

The Sustainable Employment package currently delivered under Families First provides employment and training support to parents across the Cardiff area. With Welsh Government advising this type of programme will not be supported in the future, the proposal is to cease funding for Sustainable Employment at the end of the 2016/17 financial year.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

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The Sustainable Employment Service provides intensive mentoring for unemployed adults in families within the Tackling Poverty agenda. They assess individuals to identify needs and barriers to employment, offering 1-1 support to address these and build resilience. The service operates across Cardiff and is funded 100% through the Families First grant.

In 2015/16 Sustainable Employment supported 292 individuals with 117 of these securing employment. Sova successfully provided 33% employment outcomes in 2015/16 and are on target to achieve the same in 2016/17 with an average participants journey being 4.6 months.

Whilst the service has successfully met its targets it no longer fits with the direction of travel outlined by Welsh Government. The National Evaluation of Families First highlighted that workstreams aimed at worklessness/employability and training did not perform well with families presenting needs that were more around confidence, resilience and safety prior to considering employment. The new directions for Families First also emphasise the particular contribution that Families First should make. Welsh Government will continue to support other, specialised initiatives in relation to worklessness and employment and concludes that delivery within the context of Families First is no longer viable.

Sustainable Employment is available to those across Cardiff, and is not bound by geographical limitations within the city. Service users accessing or wishing to access support will be signposted to similar programmes within other Welsh Government work programmes such as LIFT and Communities 4 Work as well as other projects within Families First aimed at building confidence.

An exit strategy is being considered by the existing providers to ensure service users to not experience a sudden loss of service.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years		x	
18 - 65 years	x		
Over 65 years		x	

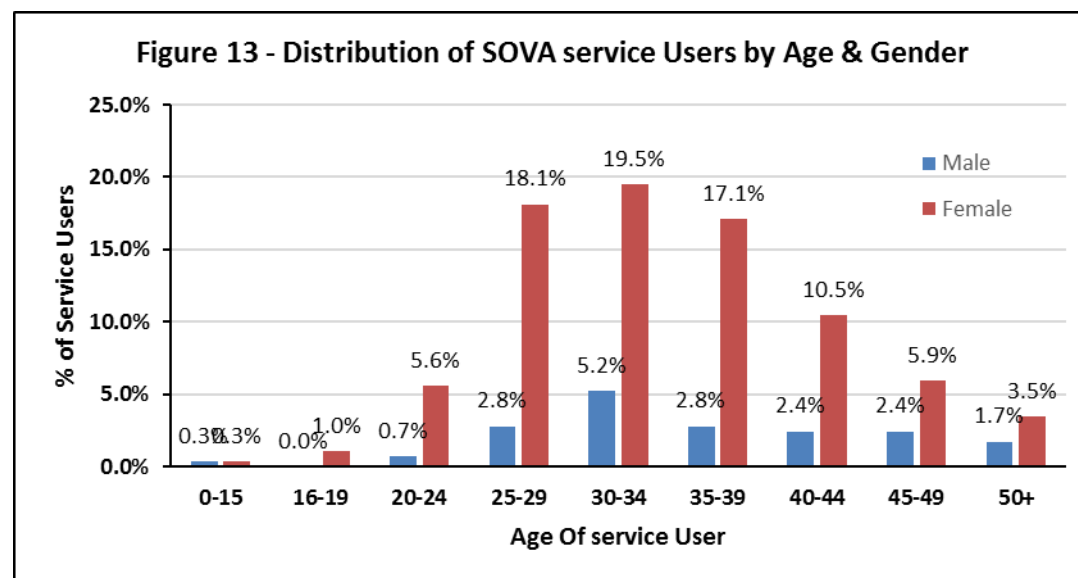
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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The vast majority of service participants fall into the 18 – 65 year bracket (i.e. working age) and although there are other employability services available to them they have chosen to engage with Sova.

The graph below, taken from the analysis of Anonymised data produced by Cardiff Council for the financial year 2015/16, highlights that the majority of service users accessing the project fall within the 18-65 years age bracket.



The decommissioning of this service would result in these service users not receiving a service.

What action(s) can you take to address the differential impact?

As the project will be ceasing in March 2017 Sova will be ceasing to take new referrals from January 2017 and will be focussing their resources in 2 ways.

Participants who are furthest away from the employment market and unlikely to achieve outcomes before the closure of the project will be identified and referred to other services, ensuring there is a full handover of the support they have received and their goals and aspirations to the receiving project.

Participants who are closer to achieving outcomes will receive increased support as the caseload diminishes in an endeavour to achieve employment goals. During March 2017 those that have not will receive the support to transition to alternative support.

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3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment		x	
Visual Impairment		x	
Learning Disability		x	
Long-Standing Illness or Health Condition		x	
Mental Health		x	
Substance Misuse		x	
Other		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No significant differential impact, using information gathered from the anonymised data report the service has worked primarily with those who do not class themselves as disabled and as such is not expected to have a differential impact on disability.

Response	Number	%
Disabled Child	17	5.7
Disabled Adult	15	5
Not Disabled	267	89.3
Total Service users	299	

What action(s) can you take to address the differential impact?

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			x

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on gender reassignment.

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			x
Civil Partnership			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on marriage and civil partnership as it is open to all parents across the Cardiff area.

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			x
Maternity			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on pregnancy or maternity. However, due to the nature of the service Sova have engaged a high percentage of parents (female participants) who have been seeking to return to work after a significant period of unemployment due to having children and therefore they may be

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disproportionately impacted by the closure of this project.

What action(s) can you take to address the differential impact?

Sova have agreed to identify appropriate referral routes dependent on the needs of all participants.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			x
Mixed / Multiple Ethnic Groups			x
Asian / Asian British			x
Black / African / Caribbean / Black British			x
Other Ethnic Groups			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Although not specifically targeting BAME communities Sova have a disproportionate number of participants from a variety of different cultural backgrounds.

This may be due to the manner in which the Sova service is delivered or that there are no specifically targeted projects for this client group. This could potentially lead to disengagement and further social exclusion.

The table below outlines the breakdown of service users by ethnicity who used the service in 2015/16.

Ethnicity	Total	Ethnicity	Total
White British/Northern Irish ¹	167	Asian British Indian	5
Black British African	33	Asian British Pakistani	4
Asian British Other	10	Mixed Other	3
Other White	10	Black British Caribbean	2
Mixed White and Black Caribbean	8	Black British Other	2
Other	6	Mixed White and Black African	1
Asian British Bangladeshi	5	Total	257

¹ Note that this sub-category includes White British, White Welsh, White Scottish, White English, and White Northern Irish.

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What action(s) can you take to address the differential impact?

Sova are due to receive business plan approval from WEFO to access ESF funds and launch a project specifically for BAME and migrant individuals in the area.

Sova have already commenced this activity in the 17 local authorities that make up the West Wales & Valleys region and hope to be commencing the East Wales aspect of the project in early 2017.

Sova will be procuring subcontractors to provide activities in Cardiff (The Vale, Newport & Monmouthshire) and will be in a position to publicise this new service to BAME & migrant participants before the end of the CFF activity even if a direct referral route cannot be opened at the time. We will also (in agreement with participants) pass contact details onto the subcontractor for them to offer support directly.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			x
Christian			x
Hindu			x
Humanist			x
Jewish			x
Muslim			x
Sikh			x
Other			x

x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on religion, belief or non-belief.

What action(s) can you take to address the differential impact?**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			x
Women			x

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is possible that the proposal will have some differential impact on gender. Although the service is available to males and females, female referrals (234) significantly outnumbered male referrals (53) during the last year. As noted above, the project has provided support for women wanting to return to work after having a family.

What action(s) can you take to address the differential impact?

Sova will identify appropriate referral routes dependent on the needs of all participants.

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			x
Gay Men			x
Gay Women/Lesbians			x
Heterosexual/Straight			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on sexual orientation

What action(s) can you take to address the differential impact?

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The proposal is not expected to have a differential impact on Welsh Language.

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What action(s) can you take to address the differential impact?

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Initial consultation has been undertaken with the provider, SOVA.

Stakeholder Engagement has been carried out across Cardiff highlighting the changes outlined in the initial indications from Welsh Government inclusive of the reduction of funding for Employment based packages.

This information has been shared with Families First Providers, Communities First areas, members of the C3SC network and Elected Members.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<p>As the project will be ceasing in March 2017 Sova will be ceasing to take new referrals from January 2017 and will be focussing their resources in 2 ways.</p> <p>Participants who are furthest away from the employment market and unlikely to achieve outcomes before the closure of the project will be identified and referred to other services, ensuring there is a full handover of the support they have received and their goals and aspirations to the receiving project.</p> <p>Participants who are closer to achieving outcomes will receive increased support as the caseload diminishes in an endeavour to achieve employment goals. During March 2017 those that have not will receive the support to transition to alternative support</p>
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	Sova will identify appropriate referral routes dependent on the needs of all participants.

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Race	<p>Sova are due to receive business plan approval from WEFO to access ESF funds and launch a project specifically for BAME and migrant individuals in the area.</p> <p>Sova have already commences this activity in the 17 local authorities that make up the West Wales & Valleys region and hope to be commencing the East Wales aspect of the project in early 2017.</p> <p>Sova will be procuring subcontractors to provide activities in Cardiff (The Vale, Newport & Monmouthshire) and will be in a position to publicise this new service to BAME & migrant participants before the end of the CFF activity even if a direct referral route cannot be opened at the time. We will also (in agreement with participants) pass contact details onto the subcontractor for them to offer support directly.</p>
Religion/Belief	
Sex	Sova will identify appropriate referral routes dependent on the needs of all participants.
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	Sova have agreed to identify appropriate referral routes dependent on the needs of all participants

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Dr Ceri George	Date:10-11-16
Designation: Improvement Project Manager – Prevention and Partnerships	
Approved By: Angela Bourge	
Designation: Operational Manager – Strategy, Performance & Resources	
Service Area: Social Services	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality*

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Impact Assessments - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk