

# Equality Impact Assessment

## Introductory Information

**Budget/Project name**

Sector Routeways

**Proposal type**

- Budget  
 Project

**Decision Type**

- Cabinet  
 Cabinet Committee (e.g. Cabinet Highways Committee)  
 Leader  
 Individual Cabinet Member  
 Executive Director/Director  
 Officer Decisions (Non-Key)  
 Council (e.g. Budget and Housing Revenue Account)  
 Regulatory Committees (e.g. Licensing Committee)

**Lead Cabinet Member**

Abtisam Mohammed

**Entered on Q Tier**

- Yes  No

**Year(s)**

- 14/15  15/16  16/17  17/18  18/19  19/20  20/21  21/22

**EIA date**

01/06/2020

**EIA Lead**

- |  |                                       |
|--|---------------------------------------|
| <input type="radio"/> Adele Robinson         | <input type="radio"/> Ed Sexton       |
| <input type="radio"/> Annemarie Johnston     | <input type="radio"/> Louise Nunn     |
| <input checked="" type="radio"/> Bashir Khan | <input type="radio"/> Michael Bowles  |
| <input type="radio"/> Beth Storm             | <input type="radio"/> Michelle Hawley |
| <input type="radio"/> Diane Owens            | <input type="radio"/> Rosie May       |

**Person filling in this EIA form**

Roger Wilde

**Lead officer**

Laura Hayfield

**Lead Corporate Plan priority**

- |  |   |   |   |   |
|--|---|---|---|---|
| <input type="radio"/> An In-Touch Organisation | <input checked="" type="radio"/> Strong Economy | <input type="radio"/> Thriving Neighbourhoods and Communities | <input type="radio"/> Better Health and Wellbeing | <input type="radio"/> Tackling Inequalities |
|--|---|---|---|---|

## Portfolio, Service and Team

### Cross-Portfolio

Yes       No

### Portfolio

People

Is the EIA joint with another organisation (eg NHS)?

Yes       No

### Brief aim(s) of the proposal and the outcome(s) you want to achieve

Sector specific interventions aimed at the most disadvantaged groups within the labour market to act as a gateway to employment. An extension of current European Social Fund (ESF) Pathways to Progression (P2P) and Pathways to Success (P2S) Programmes, encompassing a less broad approach to employment and instead focussing on key sectors, key skills and key demographics. Led by Barnsley and Sheffield LA's and supported by established networks of third sector organisations to support community recruitment, participation and progression.

Interventions will focus on the following sectors:

Digital  
Construction  
Engineering  
Manufacturing  
Care  
Hospitality and Leisure

Working alongside employers from within the above sectors to identify what they require by way of entry level skills; acting as a catalyst to securing employment the research suggests that sector specific training interventions, designed around the requirements of our local employer base will be of great benefit in funneling new starters towards these growth sectors.

The project will see participants initially acquire tailored 'Universal Skills' around employability, confidence, digital, careers advice, ESOL, etc within community based interventions prior to progressing onto sector specific skills training via the 'Sector Gateway', where participants will be assessed in terms of their 'Universal Skills' and their ability to maximise the opportunities that the Sector Routeways initiative will offer them. From here, successful completion of the sector specific training will then see participants advance onto a two week work placement within the businesses supporting the project. With the support of the Advance Sheffield City Region (SCR) programme aligned to this, participants will be assisted to move into sustainable employment with employer defined training embedded and clear progression opportunities mapped within the role.

## Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

## Overview

**Briefly describe how the proposal helps to meet the Public Sector Duty outlined above**

An Equality Analysis has been carried out and shows that the project will act as a front ended intense sector specific scheme to enable those most marginalised from the labour market position themselves advantageously against the positions to be created.

The project will focus significantly on improving the employability of BAME females, Migrant communities, and people with physical or mental disabilities prior to progressing onto employment linked sector specific skills programmes.

## Impacts

**Proposal has an impact on**

<input checked="" type="radio"/> Health	<input type="radio"/> Transgender
<input type="radio"/> Age	<input type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

Give details in sections below.

## Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes       No      *if Yes, complete section below*

### Staff

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None     Low     Medium     High

### Details of impact

### Customers

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None     Low     Medium     High

**Details of impact**

Entry into employment can help to mitigate against some of the wider determinants of poor health, eg- increased self-esteem and better mental health through being in employment and improved financial inclusion which contributes towards improved health outcomes.

**Comprehensive Health Impact Assessment being completed**

Yes       No

*Please attach health impact assessment as a supporting document below.*

**Public Health Leads has signed off the health impact(s) of this EIA**

Yes       No

**Health Lead**

## Age

### Staff

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

### Customers

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

## Disability

### Staff

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

### Customers

Yes       No

### Impact

Positive     Neutral     Negative

### Level

None       Low       Medium       High

### Details of impact

The project will focus significantly on improving the employability of people with physical or mental disabilities prior to progressing onto employment linked sector specific skills programmes.

'Key Workers' will be responsible for having participants recruited onto the scheme and offer a 'one point of contact' dedicated, personalised support service to the participants through every aspect of their journey towards employment. Beginning with interventions such as targeted ESOL, basic IT skills and qualification conversions prior to progressing onto the sector specific, employer designed, training and work trials.

[Empty box]

**Pregnancy/Maternity**

**Staff**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

[Empty box]

**Customers**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

[Empty box]

**Race**

**Staff**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

[Empty box]

**Customers**

Yes       No

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

'Key Workers' will be responsible for having participants recruited onto the scheme and offer a 'one point of contact' dedicated, personalised support service to the participants through every aspect of their journey towards employment. Beginning with interventions such as targeted ESOL, basic IT skills and qualification conversions prior to progressing onto the sector specific, employer designed, training and work trials.

The project will focus significantly on improving the employability of BAME females and Migrant communities prior to progressing onto employment linked sector specific skills programmes.

**Religion/Belief**

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

**Sex**

**Staff**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

None  Low  Medium  High

**Details of impact**

**Customers**

Yes  No

**Impact**

Positive  Neutral  Negative

**Level**

- None     Low     Medium     High

**Details of impact**

The project will focus significantly on improving the employability of BAME females prior to progressing onto employment linked sector specific skills programmes. 'Key Workers' will be responsible for having participants recruited onto the scheme and offer a 'one point of contact' dedicated, personalised support service to the participants through every aspect of their journey towards employment. Beginning with interventions such as targeted ESOL, basic IT skills and qualification conversions prior to progressing onto the sector specific, employer designed, training and work trials.

**Sexual Orientation**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

[Empty text box for details of impact]

**Customers**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

[Empty text box for details of impact]

**Transgender**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

[Empty text box for details of impact]

**Customers**

- Yes     No

**Impact**

- Positive     Neutral     Negative



**Level**

- None     Low     Medium     High

**Details of impact**

**Carers**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Customers**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Voluntary/Community & Faith Sectors**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Customers**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None  Low  Medium  High

**Details of impact**

[Empty text box for details of impact]

**Cohesion**

**Staff**

- Yes  No

**Impact**

- Positive  Neutral  Negative

**Level**

- None  Low  Medium  High

**Details of impact**

[Empty text box for details of impact]

**Customers**

- Yes  No

**Impact**

- Positive  Neutral  Negative

**Level**

- None  Low  Medium  High

**Details of impact**

[Empty text box for details of impact]

**Partners**

**Staff**

- Yes  No

**Impact**

- Positive  Neutral  Negative

**Level**

- None  Low  Medium  High

**Details of impact**

Sheffield City Council Employment and Skills Service (Opportunity Sheffield) and BMBC operates and co-ordinates a series of projects locally which will feed participants into this scheme. Our services co-ordinate the community-based employment support projects in collaboration with all key community providers across Sheffield and Barnsley.

**Customers**

- Yes  No

**Impact**

- Positive  Neutral  Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Poverty & Financial Inclusion**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

**Customers**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

'Key Workers' will be responsible for having participants recruited onto the scheme and offer a 'one point of contact' dedicated, personalised support service to the participants through every aspect of their journey towards employment. Beginning with interventions such as targeted ESOL, basic IT skills and qualification conversions prior to progressing onto the sector specific, employer designed, training and work trials. Subsequent entry into the labour market and employment is a key driver in tackling poverty and improved financial inclusion.

**Armed Forces**

**Staff**

- Yes     No

**Impact**

- Positive     Neutral     Negative

**Level**

- None     Low     Medium     High

**Details of impact**

Yes       No       Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

**Other**

**Staff**

Yes       No

*Please specify*

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

**Customers**

Yes       No

*Please specify*

**Impact**

Positive     Neutral     Negative

**Level**

None       Low       Medium       High

**Details of impact**

## Cumulative Impact

**Proposal has a cumulative impact**

Yes                       No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

*If yes, details of impact*

**Proposal has geographical impact across Sheffield**

Yes                       No

*If Yes, details of geographical impact across Sheffield*

**Local Partnership Area(s) impacted**

All                       Specific

*If Specific, name of Local Partnership Area(s) impacted*

Barnsley MBC are a delivery partner, Barnsley are consequently a beneficiary too

## Action Plan and Supporting Evidence

**Action Plan**

The project promotes increased active participation through employer designed interventions that prioritises and targets under represented and hard to reach groups in tailored sector specific employability skills, leading to valuable work trials and ultimately employment.

Designed in partnership with those employers facing recruitment difficulties locally who are able and willing to create opportunities for participants coming through the scheme, sector specific skill-based training along with transparent employer involvement has seen increased retention of under-represented groups on similar pilot schemes SCC have operated.

Research at the local level suggests key sectors within our economy require specific sector-based interventions to increase labour pool opportunities for both existing employers and those looking to invest in the region. Simultaneously, under-represented groups to the labour market are statistically least likely to benefit from existing, more generic, employment programmes that already exist.

The current ESF Pathways project is providing specialist support to assist participants with overcoming barriers to employment, with Sector Routeways we would look to expand on this initiative to offer flexible tailored interventions that address individual circumstances prior to moving onto the sector specific training and work experience elements of the programme. Keyworkers will assist participant progression towards the 'Sector Gateway' through diagnosis of barriers and map a journey of interventions toward 'universal skills' that may include tailored ESOL, basic digital skills, employability support etc. This element of the project would not be time sensitive and instead allow each participant all interventions that their personal circumstances required before progressing through the 'Sector Gateway' and onto the sector specific training culminating with work trials and subsequent employment. As seen with the successes of SCC/CITB 'Building Block' scheme we would look to work with existing employment programmes to refer those participants who statistically are not benefitting from existing provision.

'Building Block' has seen 20% of participants come from BAME backgrounds with 68% of these passing the scheme to gain a certificate and undertake on-site work experience with a further 30% of these moving into sustainable construction employment. Likewise, this sector driven pilot has seen 21% of participants enter onto the scheme with learning disabilities or mental ill health issues, and of the 70% from this group completing the programme 55% have moved into sustainable construction work. 4% of people gaining employment through the scheme have an Education Health and Care Plan, 8% are Care Leavers, and 15% are from an economically inactive background. As such, we are confident this sector driven, employer tailored approach to employability for those most under-represented within the labour market will not only retain better engagement from participants but also provide impressive feedthrough to employment starts.

Employers involved in the research for this bid state that employability or 'universal skills' are key to their requirements in terms of being able to offer jobs, but having sector specific training running in tandem with 'universal skills' would be the ideal. With underemployment a significant issue in our region employers, particularly within digital and engineering sectors, feel that being able to recruit to 'lower level' positions would free up the potential of, often graduates, who they currently utilise to perform lower level operational functions.

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

All beneficiary support will be recorded, original copies of paperwork will be held by SCC and the CRM database will be updated to produce regular reports. This data will be used to evaluate the level/cost of support for all beneficiaries.

Original documents will be checked at the quarterly monitoring visit with each partner. Copies will be held by the Team and originals will be available for audits. SCC's document retention policy, will be updated, circulated to all partners and be compliant with funding guidelines. Partners will be responsible for storing original copies of all documents and retaining for the period set by DWP. Partners will be required to detail their archive process and location of all documents with a reference list at the end of the project.

## Consultation

### Consultation required

Yes  No

### If consultation is not required please state why

Consultation is not a requirement as Sector Routeways is an existing model.

### Are Staff who may be affected by these proposals aware of them

Yes  No

### Are Customers who may be affected by these proposals aware of them

Yes  No

### If you have said no to either please say why

## Summary of overall impact

### Summary of overall impact

At the most basic level 'Sector Routeways' can be seen as a widening of JCP 'Sector Based Skills Academies' which reduced the time JSA claimants spent on benefit and increased the time they spend in employment. The impact of this scheme over the medium to long term will be an upturn in the base employability levels of those most marginalised within the labour market. This will be achieved through access the dedicated and tailored keyworker support specified:

- Targeted ESOL training, operated in smaller/one-to-one groups, focussed on same native language learners to speed up process and efficiencies around becoming competent with English.
- NARIC qualification conversions to support access to key sector employment, particularly within Health and Social Care fields.
- Develop understanding of cultural barriers to employment along with education around labour market structures locally.
- Supporting with basic digital skills and use of key IT packages required for the workplace alongside understanding of digital access routes to employment (i.e. internet based recruitment channels).
- One-to-one debt support and financial management training.
- Increased levels of Math and English.
- Improved confidence in accessing employment and skills programmes.

Participants numbers accessing the Project:

607 Economically Inactive

151 Ethnic Minority

284 Participants with Disabilities.

### Summary of evidence

Supporting groups under-represented in the labour market with intensive one-to-one keyworker prescribed tailored interventions moving towards greater level of Employability. Followed up with employer designed sector specific training is supported through a myriad of recent empirical evidence.

### Changes made as a result of the EIA

None

## Escalation plan

**Is there a high impact in any area?**

Yes  No

**Overall risk rating after any mitigations have been put in place**

High  Medium  Low  None

**Review Date**

01/06/2022

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