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## Equality Impact Assessment and Consultation

### Introductory Information

**Reference number**

1320

**Budget/project proposal name**

Sheffield's Working Employment Programme 2017-2018

**Entered on Q Tier**
 Yes  No

**Budget/project proposal status**

Project

**Years**

12/13	13/14	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22
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**EIA date**

04/08/2017

**EIA lead**

Bashir.Khan@sheffield.gov.uk

**EIA contact**
**Lead corporate plan priority**

Strong Economy

### Portfolio, Service and Team

**Cross portfolio**
 Yes  No

**Communities**
 Yes  No

**CYPF**
 Yes  No

**Service**

Lifelong Learning, Skills and Communities

**Team**

Employment and Skills

**Place**
 Yes  No

**Resources**
 Yes  No

**PPC**
 Yes  No

**Health (including Director of Public Health)**
 Yes  No

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

This Programme 2017 – 2018 aims to build on the work of the Sheffield's Working Employment Programme 2016 – 2017, which directly supports vulnerable residents to find and sustain employment. Programme activities and outcomes will directly contribute to the delivery of the Corporate Plan:

- A Strong and Competitive Economy
- Tackling Poverty Strategy

### Specialist Provision

**Proposal impacts on or relates to specialist provision**

Yes  No

### Poverty (Financial Inclusion)

#### Proposal has an impact on poverty or financial inclusion

Yes  No

#### Customer impact

Positive

#### Level

Medium/High

#### Summary of impact

Individuals will benefit from moving from relying on benefits to employment through keyworker support. This will include specialist wrap-around debt and financial support.

#### Supporting evidence

The financial wrap around support is delivered by a dedicated Citizens Advice debt worker. This intervention includes a 'better off in work' calculation to demonstrate that good employment is beneficial, financially as well as for the individual's wellbeing

#### Action plan bring drawn up

Yes  No

#### Action and mitigation summary

Impact is positive for people in financial hardship (including significant problematic personal debt, accessing emergency financial support such as local assistance scheme or practical support such as food banks) and change will be captured through Management information system and final evaluation. Mitigation not required

#### After mitigation, there a residual medium/high impact

Yes  No

### Health

#### Proposal has significant impact on health and well-being (including effects on the wider determinants of health)

Yes  No

#### Customer impact

Positive

#### Level

Medium/High

#### Summary of impact

Impact of moving off benefit dependency into work is positive in terms of well-being, general confidence and independence

#### Supporting evidence

Since the Marmot Review of 2010 there has been an accepted evidence base that has underpinned the area of social policy that good work has benefits

beyond the financial, and that employment has a therapeutic value both in relation to physical and mental well-being.

There is clear evidence showing that moving people into work has generational impacts. But there is also a therapeutic value associated with good work. Unemployment is a recognised factor in causing a number of well-being challenges.

#### Action plan bring drawn up

Yes  No

#### Action and mitigation summary

Impact is positive for people needing a high level of support to move into work. The beneficiaries of this project will be:

- People who are on ESA and supported by the Council's adult social care or by the Care Trust.
- People with Learning Disabilities
- People with Mental health issues
- People with Autism

and change will be captured through Management information and final evaluation. Mitigation is not required as the change is positive

#### Comprehensive health impact assessment being completed

Yes  No

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

Yes  No

**Health lead**

Bethan Plant

**Age**

**Staffing**

Yes  No

**Customers**

Yes  No

**Disability**

**Staffing**

Yes  No

**Customers**

Yes  No

**Impact**

Positive

**Level**

Medium/High

**Details on impact**

Impact of moving off benefit dependency into work is positive in terms of well-being, general confidence and independence.

**Supporting evidence**

Since the Marmot Review of 2010 there has been an accepted evidence base that has underpinned the area of social policy that good work has benefits beyond the financial, and that employment has a therapeutic value both in relation to physical and mental well-being.

There is clear evidence showing that moving people into work has generational impacts. But there is also a therapeutic value associated with good work. Unemployment is a recognised factor in causing a number of well-being challenges.

Primary Care faces significant calls from people with anxiety, depression, social isolation, etc., conditions which can be improved by the right sort of work.

**Action plan**

Yes  No

**Pregnancy/maternity**

**Staffing**

Yes  No

**Customers**

Yes  No

**Race**

**Staffing**

Yes  No

**Customers**

Yes  No

**Religion/belief**

**Staffing**

**Staffing**

- Yes
- No

**Customers**

- Yes
- No

**Sex**

**Staffing**

- Yes
- No

**Customers**

- Yes
- No

**Sexual Orientation**

**Staffing**

- Yes
- No

**Customers**

- Yes
- No

**Transgender**

**Staffing**

- Yes
- No

**Customers**

- Yes
- No

**Carers**

**Staffing**

- Yes
- No

**Customers**

- Yes
- No

**Voluntary/Community & Faith Sectors**

**Staffing**

- Yes
- No

**Impact**

Positive

**Level**

Medium/High

**Details on impact**

The delivery partners are third sector organisations. The impact is for them to generate income through delivering the contracts and therefore ensure sustainability for the provider

**Customers**

- Yes
- No

**Supporting evidence**

**Action plan**

- Yes
- No

**Cohesion**

**Customers**

- Yes
- No

**Partners**

**Customers**

- Yes
- No

**Armed Forces**

**Staffing**

- Yes
- No

**Customers**

**Customers**

Yes  No

**Other/Additional****Staffing**

Yes  No

**Customers**

Yes  No

**Supporting Documentation****Summary of Impact****Overall summary of possible impact**

Sheffield City Council currently provides funding for a number of programmes which are effective in supporting people into work. We have provided people who need additional support with practical coaching, job seeking skills, work ready skills etc. We have successfully got people into sustainable work and provided them with skills which will be useful every time they begin a job search. These are deliberately long lasting interventions which move people from welfare into work. This has clear benefits to the individual but also there are intergenerational impacts which we can quantify. The benefits of these projects clearly far exceed their costs.

**Proposal has geographical impact across Sheffield**

Yes  No

**Detail of geographical impact across Sheffield**

This is a city wide project and therefore covers the whole of the city

**Which local partnership area will be impacted**

All Partnership Areas

**Proposal has a cumulative impact**

Yes  No

Year on year  Across a community  Geographical area  Other

**Details of cumulative impact**

These are deliberately long lasting interventions which move people from welfare into work. This has clear benefits to the individual but also there are intergenerational impacts which we can quantify. The benefits of these projects clearly far exceed their costs.

**Summary of evidence**

This programme is to continue support and interventions based on an evaluated successful programme

**Review****Review date**

09/02/2018

**Risk rating**

Low

**Decision Type****Type of decision**

Individual Cabinet Member

**Lead cabinet member**

Drayton Jackie (LAB-CLLR)

**Staff****Staff who may be affected by these proposals are aware**

Yes  No

**Consultation****Consultation required**

Yes  No

**Manager and Approval**

**Lead officer**

(GCSX) Waite Eve

**EIA approved**

Yes  No

**EIA escalated due to significant poverty impact and sign-off agreed**

Yes  No

Form complete