

# Sheffield City Council Equality Impact Assessment



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**Name of policy/project/decision:** Sheffield's Working

**Status of policy/project/decision:** New

**Name of person(s) writing EIA:** Emma Dickinson

**Date:** 16 June 2014

**Service:** Lifelong Learning Skills and Communities

**Portfolio:** Children, Young People and Families

## What are the brief aims of the policy/project/decision?

The Programme comprises 11 projects which will deliver the Employment Strategy:

1. Work Clubs in Neighbourhoods
2. Specialist support for ex-offenders
3. Wrap around support

1. The Work Clubs will (eight projects):

- Support people who are in receipt of an out of work benefit (jobseekers, employment support or income support) or economically inactive
- Deliver services in the Library Hubs and link with the new community libraries
- Be neighbourhood based and link with key local anchor organisations e.g. Children's Centres, GP surgeries

2. The ex-offenders will provide specialised employment support and guidance for this marginalised group of residents

3. The 'wrap around' projects will support the Work Clubs by providing dedicated (2 projects):

- Debt and benefits advice
- Managing health conditions at work and for independent life

**Are there any potential Council staffing implications, include workforce diversity?** No

Under the [Public Sector Equality Duty](#), we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations." [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Positive	High	This programme seeks to support groups that are traditionally excluded from the labour market.  All of the employment support projects take a person centred approach and start with an assessment of the

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			<p>individual and then have an action plan drawn up to address their personal barriers</p> <p>People aged 25-49 in receipt of jobseekers allowance is 4.2% of the Sheffield population which is higher than the national rate of 2.8%</p> <p>People aged 50-64 in receipt of jobseekers allowance is 2.5% of the Sheffield population which is higher than the national rate of 1.8%</p>
<b>Disability</b>	Positive	High	<p>This programme seeks to support groups that are traditionally excluded from the labour market.</p> <p>All of the employment support projects take a person centred approach and start with an assessment of the individual and then have an action plan drawn up to address their personal barriers</p> <p>One of the wraparound projects is to support people with health and disability conditions.</p> <p>Currently there are 23,440 people in Sheffield in receipt of employment support allowance or incapacity benefit - this is 6.4% of the working aged population of Sheffield, which is higher than the national rate.</p>
<b>Pregnancy/maternity</b>	Positive	Low	<p>This programme seeks to support groups that are traditionally excluded from the labour market. There isn't a specific project aimed at pregnant women.</p> <p>However, we are aware of the barriers that pregnant women can face in accessing employment opportunities.</p>
<b>Race</b>	Positive	High	<p>Sheffield is rapidly becoming an increasingly ethnically diverse city. More than one in ten people of working age belong to an ethnic minority. This proportion will continue to increase. One in five children in poverty belongs to an ethnic minority. Work is the best route out of poverty.</p> <p>The 2011 Census shows that Sheffield's Black and Minority Ethnic (BME) population now makes up 17% of the total population of the city. 92,700 people in Sheffield are from ethnic minorities, this is an increase from 55,200 in 2001. This population is projected to continue increasing in size.</p> <p>Almost 30 percent of births in Sheffield are now to ethnic minority families. The higher birth rate reflects the higher proportion of ethnic minority people who are of child-bearing age compared with the 'White British' population, which has a higher proportion of older people.</p>

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			<p>This programme seeks to support groups that are traditionally excluded from the labour market.</p> <p>All of the employment support projects take a person centred approach and start with an assessment of the individual and then have an action plan drawn up to address their personal barriers</p>
<b>Religion/belief</b>	Positive	Low	<p>This programme seeks to support groups that are traditionally excluded from the labour market.</p> <p>We are aware of the different needs and experiences of people from faith communities within the labour market and the projects recognise this to ensure projects are inclusive of all.</p>
<b>Sex</b>	Positive	Low	<p>This programme seeks to support groups that are traditionally excluded from the labour market.</p> <p>We are aware that some women can be marginalised from the workforce, for example single mothers, those with caring responsibilities etc.</p> <p>All of the employment support projects take a person centred approach.</p>
<b>Sexual orientation</b>	Positive	Low	<p>There are no anticipated direct impacts on people who are LGB. It is recognised that there is an ongoing need to ensure that all workplaces are inclusive of all characteristics and no one is excluded.</p>
<b>Transgender</b>	Positive	Low	<p>There are no anticipated direct impacts on people who are transgender. It is recognised that transgender people are amongst the most marginalised within society and may require additional support.</p> <p>All of the employment support projects take a person centred approach and start with an assessment of the individual and then have an action plan drawn up to address their personal barriers</p>
<b>Carers</b>	Positive	Low	<p>We are mindful of the pressures placed on those people with caring obligations.</p> <p>All of the employment support projects take a person centred approach and start with an assessment of the individual and then have an action plan drawn up to address their personal barriers</p>
<b>Voluntary, community &amp; faith sector</b>	Positive	High	<p>The Sheffield's Working Programme will be mainly delivered through the third sector and small not for profit organisations.</p>

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			Through the programme it will continue to support a vibrant VCF community this will support organisations.
<b>Financial inclusion, poverty, social justice:</b>	Positive	Medium	This programme will increase opportunities for inclusion for people from groups that are traditionally excluded from the labour market. This will be through targeted and broader activity arising from the programme.
<b>Cohesion:</b>	Positive	Low	The programme supports a more cohesive society through working with people who are traditionally excluded from the labour market. A lack of engagement with labour market increases scope for people to become involved in activity which may be anti-social.
<b>Other/additional:</b>	-Select-	-Select-	

**Overall summary of possible impact (to be used on EMT, cabinet reports etc):** High Positive - This programme seeks to support a wide range of groups that are traditionally excluded from the labour market and adds value to mainstream provision by removing barriers to employment. This will result in new opportunities for people currently excluded or disadvantaged.

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

**Review date:** 16 June 2015      **Q Tier Ref** 33009      **Reference number:**

**Entered on Qtier:** No      **Action plan needed:** No

**Approved (Lead Manager):** Eve Waite      **Date:** 16 June 2014

**Approved (EIA Lead person for Portfolio):** Bashir Khan      **Date:**

**Does the proposal/ decision impact on or relate to specialist provision:** no

**Risk rating:** -Select-

## Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
All groups	Progress will be reviewed through regular	Monthly

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
	project meetings	
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		

**Approved (Lead Manager): Eve Waite Date: 16 June 2014**

**Approved (EIA Lead Officer for Portfolio):                      Date:**