

## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	<u>Solent Jobs Programme</u>
<b>Brief Service Profile (including number of customers)</b>	<u>1200 customers across the Solent area</u> <u>Provision of employment and training support to long term unemployed people with a health condition</u>
<b>Summary of Impact and Issues</b>	<u>Positive impact on people with long term health conditions, who are economically inactive, as the introduction of this service will improve support and provision for this group of customers</u>
<b>Potential Positive Impacts</b>	<u>Supporting people into employment, enabling greater independence, increased income, improved opportunities for socialisation, improving employment rates in the city, particularly for people with long term health conditions and disabilities</u>
<b>Responsible Service Manager</b>	<u>Kathryn Rankin</u>
<b>Date</b>	<u>23<sup>rd</sup> February 2016</u>

<b>Approved by Senior Manager</b>	<u>Denise Edghill</u>
<b>Signature</b>	
<b>Date</b>	24 <sup>th</sup> February 2016

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	The service will provide support for long term unemployed people with health conditions in their 50s and above who are disadvantaged in the labour market	
<b>Disability</b>	Improved access to employment support for disabled people who wish to work	
<b>Gender Reassignment</b>		
<b>Marriage and Civil Partnership</b>		
<b>Pregnancy and Maternity</b>		
<b>Race</b>		
<b>Religion or Belief</b>		
<b>Sex</b>		
<b>Sexual Orientation</b>		
<b>Community Safety</b>		
<b>Poverty</b>	The programme will support the transition from benefits to paid employment and support people	

	in work for the first 6 months	
<b>Other Significant Impacts</b>		