

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 proposals and consider mitigating action.

Name or Brief Description of Proposal	SOLENT EMPLOYMENT SUPPORT
Brief Service Profile (including number of customers)	
<ul style="list-style-type: none"> • Engage and support 398 economically inactive or unemployed adults into learning, skills and employment, whose health, drug/alcohol dependency, chaotic lifestyles or homelessness are barriers to labour market participation. • Promote education or training and achieve a minimum 22% into sustained employment. 	
Summary of Impact and Issues	
<p>On 15th February 2018, the Council submitted an application to the Department for Work & Pensions (DWP) under the European Structural & Investment Funds (ESIF) Growth Programme for European Social Fund (ESF) grant funding. The application proposes engaging and supporting economically inactive or unemployed adults living in Southampton and the wider Solent LEP area whose health, drug/alcohol dependency, chaotic lifestyles or homelessness are barriers to education, training or sustained employment. Officers have been notified that the application for an ESF grant totalling £566,583 has been successful</p>	
Potential Positive Impacts	
<p>Grant funding will contribute to the Council’s key priorities of a city with strong and sustainable economic growth and where people can live safe, healthy and independent lives. ESF funding will enable Solent Employment Support to:</p> <ul style="list-style-type: none"> • Help unemployed and economically inactive people improve their skills and move closer to work by tackling the root causes of poverty and exclusion in a consistent and integrated way. 	

- Enable target small businesses (SMEs) to secure the people they need to address labour shortages, develop workforce skills and improve business performance.
- Widen project reach and impact by encouraging innovation, adaptation and uptake of Solent Employment Support in locally commissioned services and other business sectors.

Responsible Service Manager	Elizabeth Smith
Date	27 th March 2019
Approved by Senior Manager	John Connelly
Date	28 th March 2019

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The project will increase employment support provision to people of a working age	The project will increase employment support provision to people of a working age
Disability	The project will increase employment support provision for disabled people of a working age	The project will increase employment support provision for disabled people of a working age
Gender Reassignment	There are no specific interventions planned to support this cohort, but if the opportunity arises and the evidence suggests a need then bespoke provision will be developed	There are no specific interventions planned to support this cohort, but if the opportunity arises and the evidence suggests a need then bespoke provision will be developed
Marriage and Civil Partnership	Not relevant	Not relevant
Pregnancy and Maternity	Peri-natal employment support is on offer from a separate project	Peri-natal employment support is on offer from a separate project
Race	The project will increase employment support provision to people of a working age	The project will increase employment support provision to people of a working age
Religion or	Not relevant	Not relevant

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Belief		
Sex	The project will increase employment support provision to people of a working age	The project will increase employment support provision to people of a working age
Sexual Orientation	Not specifically targeted in this project	Not specifically targeted in this project
Community Safety	Not relevant	Not relevant
Poverty	The project will increase employment support provision to people of a working age and reduce poverty by supporting people to secure paid employment	The project will increase employment support provision to people of a working age and reduce poverty by supporting people to secure paid employment
Health & Wellbeing	The project will increase employment support provision to people of a working age and improve peoples health and wellbeing through support into paid employment	The project will increase employment support provision to people of a working age and improve peoples health and wellbeing through support into paid employment
Other Significant Impacts	Reduction in social isolation	