

Diversity impact assessment

TITLE

Connect to Work

DATE

10/12/2024

LEAD OFFICER.

Daniel Ratcliff, Head of Skills, Employment & Adult Education

1. Summary description of the proposed change

What is the change to policy / service / new project that is being proposed?
How does it compare with the current situation?

A new employment programme called Connect to Work has been created to help support people with disabilities into work. Other specified disadvantaged groups are also eligible (offenders, ex-offenders, carers, ex-carers, homeless people, Armed Forces veterans or current AF personnel, people with drug or alcohol dependencies, care experienced young people or care leavers, refugees (resettled Afghans), people on the Ukrainian scheme, victims/survivors of domestic abuse, young people involved in or at risk of serious violence, victims of modern slavery).

The programme will be delivered using Supported Employment and Individual Placement and Support models, which have proven to be successful.

Currently there are small programmes in Medway which use this model, and this programme will provide many more places.

2. Summary of evidence used to support this assessment

Eg: Feedback from consultation, performance information, service user.

Eg: Comparison of service user profile with Medway Community Profile

This programme has been designed by central Government and rolled out nationally based on data and evidence.

We are at the start of the designing the delivery plan, consultation will take place throughout the drafting of the delivery plan.

The programme is in line with the Medway Council Plan and the Skills & Employability Plan for Medway. It is also in line with Public Health outcomes and wider prevention ambitions.

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3. What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

| Protected characteristic groups (Equality Act 2010) | Adverse impact | Advance equality | Foster good relations |
|---|----------------|------------------|-----------------------|
| Age | No | No | No |
| Disability | No | Yes | No |
| Gender reassignment | No | No | No |
| Marriage/civil partnership | No | No | No |
| Pregnancy/maternity | No | No | No |
| Race | No | No | No |
| Religion/belief | No | No | No |
| Sex | No | No | No |
| Sexual orientation | No | No | No |
| Other (eg low income groups) | No | Yes | No |

4. Summary of the likely impacts

Who will be affected?

How will they be affected?

The programme is for the groups listed above, who will receive quality support to help move to employment and other positive outcomes.

5. What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

There are no adverse impacts anticipated.

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6. Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

| Action | Lead | Deadline or review date |
|---|------|-------------------------|
| Design delivery plan to ensure all target groups have fair access to the programme. | DR | 31/03/2025 |

7. Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

It is recommended to proceed with the creation of the Connect to Work Delivery Plan.

8. Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date of authorisation