

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Employment Support Team Cost Recovery Proposal
Please outline the proposal.	In 2018/19, the Employment Support Team is developing and delivering new in-work progression services on behalf of the West of England Combined Authority. Bristol City Council led the co-construction of a successful business case which has resulted in a total award of £4 million, of which over £1.5 million will be used for project delivery in Bristol. By managing local delivery functions, the council's Employment Support Team can recover a proportion of management and development costs, which will contribute to the council's savings target. This project will enable the Employment Support Team to provide in-work progression support to social housing tenants who are in low skilled and paid employment, with the aim of improving their household income. It is anticipated that this proposal will have a positive impact on 1,500 social housing tenants, including people with protected characteristics who face discrimination and other barriers to in work progression.
What savings will this proposal achieve?	£50K
Name of Lead Officer	Jane Taylor

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
We anticipate that a significant proportion of the 1,500 service users will include people with protected characteristics, (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity). Through their involvement in the project, they will have an opportunity to inform future government policy in relation to in-work progression support, and also receive some unique 1-to-1 personalised advice to advance in their career – through

confidence building, skills development, job search and promotion. In planning our engagement strategy (as with other similar programmes) we shall use the council's Equalities and Ward information, ([2011 Census Data](#) / [Population of Bristol Analysis 2017](#)), and consultation with stakeholders.

Please outline where there may be significant negative impacts, and for whom.

There are no significant negative impacts associated with this proposal

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The Employment Support Team are creating eight new Navigator job roles through this project – some of these roles may be filled on a secondment or redeployment basis with existing City Council employees; some of these roles will provide new job opportunities for people with experience of engaging and supporting housing tenants to improve their career prospects.

Please outline where there may be negative impacts, and for whom.

There are no significant negative impacts associated with this proposal

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No. The Cost Recovery Proposal is to make savings through transferring staff resource and salary from the General Fund to the Employment Support Innovation Programme, to enable us to effectively manage the project. The Employment Support Innovation Programme is subject to a separate EQIA.

Service Director sign-off and date:
Sue Rogers
10/01/2018

Equalities Officer sign-off and date: Cherene Whitfield 10 January 2018